

Police arrest 239 in Cape protest

From Barry Streik
in Cape Town

Police arrested 239 demonstrators marching on parliament in the city centre here yesterday, including the church leaders, Allan Boesak and Beyers Naude.

Demonstrators knelt on the ground singing hymns and protesting songs when confronted by police, but there were scuffles as they were herded into police vans.

The marchers were protesting against the shooting of at least 19 blacks by police near the eastern Cape town of Uitenhage, near Port Elizabeth, last week.

Police said the 239 were being held on charges of attending an illegal gathering under the Internal Security Act, which forbids most outdoor demonstrations, and would remain in custody until they appear in court today.

The marchers were heading for parliament with a list of demands including the introduction of democracy into South Africa, where the black majority has no parliamentary vote.

The Minister for Law and Order, Mr Louis le Grange visited the townships around Uitenhage yesterday and said afterwards: "It is not a crisis situation but it is very serious and it is getting the full attention of the Government."

Witnesses said those arrested included Mr Naude, the general secretary of the South African Council of Churches, the Rev. Mxolisi Daba, the president of the World Alliance of Reformed Churches and a founder of the anti-apartheid United Democratic Front.

Also arrested were other churchmen and Sheena Duncan, the president of the Black

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Councils expected to provide regular performance reports

Joseph tightens check on teachers

By John Fairhall,
Education Editor

Legislation to enable the Education Secretary to require local education authorities regularly to appraise the performance of their teachers is proposed in a white paper, published yesterday.

The paper makes it clear that the Education Secretary, Sir Keith Joseph, intends that appraisal should be linked to pay — already vehemently rejected by teachers' unions.

It says that teachers' salary progression, as well as their professional and career development, should be determined largely by reference to periodic performance assessment.

The idea of legislation to force teachers to accept assessment will unite the profession in opposition. Mr Fred Jarvis, general secretary of the big-

gest union, the National Union of Teachers, said yesterday: "What is needed is more help for teachers, not a stick to beat them with."

The white paper, entitled *Better Schools*, announces a new decision on examinations — Advanced Supplementary levels will start in 1989. Each AS subject will be studied in the sixth form for about half the time normally devoted to a full A-level course.

The aim is to broaden the sixth form curriculum, so that those taking science and maths would add an arts AS, and vice versa.

Mr Derek Hart, general secretary of the National Association of Head Teachers, said that the white paper demonstrated Sir Keith's "determination to improve education."

He went on: "The paper is a blueprint for the future in terms of the need to improve standards and in terms of its references to improved discipline, homework, and underachievement."

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"Unless the Government demonstrates far more flexibility over salary structure, I very much fear that the white paper will fall on stony ground."

Mr Hart objected particularly to the clear threat to appraise teachers by law. This was a matter that should be left to negotiation between employers and employees, he said.

Sir Keith yesterday acknowledged that public spending constraints could forestall the full implementation of the paper.

He warned the Commons that the document, which paves the way for a shake-up of the education system, would take time to accomplish, and went on: "It may be difficult to achieve it in full within existing real levels of expenditure per pupil."

But much progress can be made if the education services gets the most out of what is available. The more it succeeds, the stronger its future claim on resources.

Mr Giles Radice, the Shadow Education Secretary, accused the Government of planning to cut resources to local education authorities by 9 per cent up to 1988, while school rolls were expected to fall by only 5 per cent.

"You are attempting the huge task of squeezing a quart out of a pint pot," he told Sir Keith.

Mr Radice insisted that there was little new in the white paper, and that Sir Keith was uttering empty words in a week in which the education of 500,000 children was being disrupted by teachers' strikes.

"The truth is that the Secretary of State is fiddling while Rome burns," he said.

But Sir Keith insisted that there was much in the document which would be welcomed by teachers, particularly its proposals to improve in-service training.

The white paper sets out schools' failings, as revealed by HM Inspectors' reports. One surprising failing is said to be "an over-concentration on practising basic skills in literacy and numeracy without relating them to real situations."

In about 75 per cent of schools, the white paper sets out the need to improve standards and in terms of its references to improved discipline, homework, and underachievement.

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MARCH FOR JOBS: Labour MP Mr Robert Kilroy-Silk leads the party of unemployed Liverpool youngsters along Downing Street to Number 10.

Tea and sympathy, but no jobs



"I had a chance to meet Mrs Thatcher but I didn't think it would look very good on my job application form."

By David Hearst and
Colin Brown

A GROUP of 25 young people who travelled from Liverpool to confront Mrs Thatcher about their long-term unemployment left Downing Street last night with their questions unanswered.

The Prime Minister offered tea and sympathy but no jobs or the immediate prospect of a change in Government policy.

Three employers representing the Vauxhall Motor Company, the hotel and catering group Trust House Forte, and a clothing firm, L. J. Bevan Ltd, advised the 25 to follow up their visit to Downing Street by applying for work at job centres on their return to Liverpool.

They were also given advice by Mr Brian Nicholson, chairman of the Manpower Services Commission, and two careers officers.

Later, Downing Street officials said that the object of the visit was to give them hope of finding work by accepting a request to see the group. Mrs Thatcher "also attempted to demonstrate her concern both with the unemployed and with Merseyside."

It was emphasised that the meeting, although heated at times, reflecting the frustration felt by the unemployed, was not a party political argument concerned with "score" points. But the group left Mrs Thatcher in no doubt that they disapproved of her Government's inability to tackle unemployment. They also protested about "slave labour."

Ray Rankin, aged 19, who has been unemployed since leaving school, said: "She

just would not answer questions. All she said was next time it was like being in a supermarket. It was unbelievable."

Mr Robert Kilroy-Silk, Labour MP for Knowsley, North, who arranged the trip, said: "Her answer to their 'demand for full-time employment was that they should look around for lodgings, as she did when she was young."

He added: "To say that they should start up their own businesses when they are on £23.50 a week is not only useless, but shows total misunderstanding of unemployment."

The group's coach, paid for by Downing Street, arrived outside the House of Commons half-an-hour later. After the Commons it was on to County Hall for Ken Livingstone, council and a fresh relay of camera crews.

Pits levy rejected in ballot

By Keith Harper,
Labour Editor

The tactics of the National Union of Mineworkers leadership, were again called into question yesterday when rank and file members voted against contributing a 50p a week levy to support colleagues dismissed by the National Coal Board during the strike.

Only 109,150 miners voted in the ballot, with 50,429 supporting the levy and 58,721 (54 per cent) against.

A large section of the NUM's membership in Nottinghamshire, South Derbyshire and Leicestershire refused to take part. Had they done so, the leadership's strategy would have been rejected by an even larger majority.

The result will be debated at tomorrow's meeting of the union's national executive in Sheffield, at which some attempt will be made to keep alive the hopes of those seeking work.

The executive may also have to pressure from the rank and file about the wisdom of continuing its overtime ban in the industry. A national delegate conference would have to be convened to call off the ban.

which began in November 1983.

Mr Arthur Scargill, the union's president, was in the Soviet Union yesterday and was unable to announce the result of the ballot carried out by the Electoral Reform Society. He was criticised by several colleagues from deliberately absenting himself at such a time.

It fell to Mr Peter Heathfield to relay the result to its membership. It was the NUM's first ballot since the election of Mr Heathfield as general secretary early last year.

He described the result as "disappointing, but not unexpected." He said that the NUM's strategy would be "to keep the ball in the air."

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Thatcher 'dishonest over Levene contract'

By James Naughtie,
Political Correspondent

The Prime Minister said last night that the contract appointing Mr Peter Levene as head of defence procurement was signed at 24 hours after she told the Commons that the arrangements made for him would be difficult, if not impossible, to undo.

Mrs Thatcher revealed in a parliamentary written answer that Mr Levene's £107,000-a-year contract was signed on March 19, a day after she said in answer to a question that Mr Levene had entered into arrangements which could not be undone.

Mr Gordon Brown, Labour MP for Dunfermline East, who asked the question, claimed last night that the answer showed that "it was dishonest for the Prime Minister to say that the arrangements could not be changed on March 19."

The exchange kept at a high pitch the controversy surrounding the appointment of Mr Levene, previously a special adviser to Mr Michael Heseltine, the Defence Secretary, and chairman of United Scientific Holdings, an arms company with valuable interests in the defence field.

Members of the Commons defence committee, now in the United States on another investigation, are expected to ask to see Mr Levene and possibly Mr Heseltine — about the arrangements made for his appointment, which in its original form breached Civil Service rules.

The controversy yesterday brought an angry March 19 from Dr David Owen, the Social Democratic leader, who claimed that he had been smeared by Mr John Lee, a junior defence minister, in the Commons.

Mr Lee compared the appointment of Mr Levene with Dr Owen's decision, when he was in the Ministry of Defence in 1980, to bring in as chief executive of the Royal Dockyards Sir Leslie Norfolk, from 1981.

Dr Owen said that there was no comparison between the two appointments, since Sir Leslie had been processed through the normal Civil Service procedures and Mr Levene had not. It had directed these procedures, giving him a wage salary.

He told Mr Lee: "I am sure you will agree that your remarks in the House of Commons, which attempted to establish a precedent and to compare the two appointments, totally misled the House, and need to be corrected at the earliest opportunity."

He asked Mr Lee to make a statement of correction in the Commons.

Police chief on the mat

By Alan Dunn

The Chief Constable of Merseyside, Mr Kenneth Oxford, was asked yesterday to consider resigning by his Labour-led police committee in the interest of the efficiency of the force.

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Oscar for Ashcroft



DAME Peggy Ashcroft (above) yesterday won the Best Supporting Actress Oscar for the role of Mrs Moore in David Lean's *A Passage to India*, but was unable to collect the award because of a cold which kept her at home. The film, *Amadeus*, collected eight awards including Best Film. The Best Actress award went to Sally Field for *Places in the Heart*.

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NEWS IN BRIEF

No mines for Nato

NUCLEAR landmines are almost certain to be eliminated from Nato's European stockpile. Page 6

Ship

Three accused of protection racket freed by DPP

Belfast 'hidden witnesses' case is dropped

From Paul Johnson in Belfast

The case against three Belfast men accused of running protection rackets was dropped yesterday on the orders of the Director of Public Prosecutions when he became aware that evidence against the trio was being provided by elaborately disguised and anonymous witnesses.

A total of 33 charges, including obtaining money through menaces, and firearms offences, were withdrawn at the start of the second day of the hearing at Belfast magistrates court.

One of the defendants, James Craig, aged 43, said after walking free: "It was a complete mockery of justice. They wheeled the witnesses in like Daleks. We have been set free because everybody realised what a farce it was."

On Monday, five crown witnesses appeared in the courtroom one after the other clad in gloves, hoods and anoraks and woolen balaclavas. They sat with their backs to the defendants, spoke in muffled tones, refused to identify themselves and would not say who they worked for or which building sites the protection money was allegedly extorted.

The prosecution explained that the steps were necessary because the witnesses, all of them company directors, were

in fear for their lives. The magistrate, Mr James Tweed, decided to allow the proceedings to continue, although he expressed reservations.

Disguises have been allowed in Northern Ireland courts on previous occasions to protect witnesses, but even by the standards of Ulster this was seen by many as a bizarre performance.

Monday's proceedings and the resulting publicity seem to have brought the case to the attention of the DPP.

A prosecution lawyer told the court yesterday: "Having considered the proceedings and the fact that no witness felt safe to provide his name, the DPP has concluded that the prosecution cannot ask for the return for trial of any of the defendants on any of the charges against them."

Mr Craig is a well-known figure in Northern Ireland. He has claimed to have been held for questioning by the Royal Ulster Constabulary on 21 occasions, and to have spent a total of two years in gaol on charges which were not proven in court.

He also claims that during one period of detention he became the commander of the Ulster Defence Association, a legal, Protestant paramilitary organisation inside the Maze prison.

Head start for the holocaust

By Andrew Vachell

Medical Correspondent
THE RISKS of human error triggering a nuclear war are unacceptably high, Britain's leading psychologists warned yesterday. The Government has underestimated the danger, they said. The experts urged ministers to publish details of failures in nuclear weapon systems.

The warning came at the launching of the British Psychological Society's report on nuclear war, written by Dr James Thompson, senior lecturer at the Middlesex Hospital medical school, London.

It condemns the Government's civil defence plans, and suggests that arms negotiators set up problem-solving workshops to break down entrenched positions. The US Defence Department had admitted to 51 major nuclear accidents by 1981. Professor James Reason, head of psychology at Manchester University, pointed out. Independent Swedish research had found

112 such accidents in western forces before 1977. The US Congress had reported that 5,000 service personnel a year were removed from nuclear weapons duties because of alcohol or drug abuse, criminal activities, negligence, or mental problems.

Dr Thompson has gained access to court martial papers of two US servicemen convicted of drugs offences at Holy Loch, a nuclear weapons guard, had marijuana on board ship. Another, a fireman on the USS Holland, a nuclear ship, was using and trading in LSD, cocaine, and amphetamines.

As weapons control systems become more complex, human error becomes more likely, particularly when operators are working under stress. Yet the nuclear power plant accidents at Three Mile Island and elsewhere show that human factors are not sufficiently taken into account by systems designers.

Techniques used by engineers and the military to calculate error probabilities result in "spurious figures," Professor Reason said.

"If you are to predict error you have to start from within the individual. We have to do more sensible things to prevent dangerous errors. To do that, the Government must give access to the data on error failure rates. We need to know what kind of errors people make and under what conditions they make them."

He describes six symptoms of what he calls "Group Think" that throw some light on the conduct of Britain and Argentina in the Falklands war: An illusion of invulnerability; collective attempts to ignore or rationalise information challenging assumptions; an unquestioned belief in the group's morality; stereotyping the enemy as too evil for negotiations or too stupid to be a threat; a shared illusion of unanimity; and the appearance of self-appointed mind-guards to protect the group from adverse information.

The society's vice president Dr Halls Beloit, of Edinburgh University, said that the government's civil defence plans, which assume that people will survive if they stay at home and take shelter — were based on misconceptions about human behaviour.

Research had shown that 40 per cent of Londoners would flee to the country in the mistaken belief that it would be safer, she said. Panic would not be the problem.

It was more likely that survivors of the initial attack would be dazed, bewildered, and apathetic — they would function in a rigid mechanical fashion.

Psychological Aspects of Nuclear War, by Dr James Thompson, published by the British Psychological Society and John Wiley, price £5.55.



Teachers campaign outside the Education Secretary Sir Keith Joseph's home next to their school in Chelsea, London. The staff from Park Walk primary delivered a letter yesterday protesting against their 4 per cent pay offer. They were taking part in a three day strike affecting two London boroughs.

Schools draw up pay activists' register

By Penny Chorlton

Hereford and Worcester County Council is to compile a list of teachers who refuse to cover for colleagues or to run out-of-hours activities as part of their campaign for a 12 per cent pay rise.

The news brought an angry reaction from the National Union of Teachers which is already challenging six education authorities in the High Court for deducting pay from those refusing to cover. It immediately threatened to treat every "listing" as a disciplinary action.

Hereford and Worcester said

the register being drawn up by heads would include teachers refusing to stand in for absent colleagues and those withdrawing from school meals supervision, staff meetings and parent events.

Leader comment, page 12

A spokesman said that the council was protecting its position in view of the court cases pending against the other local authorities. So far, Hereford and Worcester has not deducted pay for periods of "no cover."

The inclusion of teachers boycotting school clubs was revealed by the local branch of the Professional Association of Teachers, the union which refuses to strike.

The Association of University Teachers meets today at a special pay conference. It is aiming for 22 per cent to restore average salaries of its 49,000 members to the levels of 1979 and plans a day of action on April 24.

The universities have offered their 20,000 manual and ancillary workers a £4.80 a week flat rate increase, representing

probably the biggest percentage offer in the public sector in the current round. It means a 6.71 per cent rise for 13,000 on the lowest grade while 400 on the top grade will get 5.5 per cent. If it is accepted the new rates will range from £73.30 to £92 a week.

Members of the National Association of Teachers in Further and Higher Education are also meeting this week to discuss how to step up their pay campaign after the failure of management to increase its 4 per cent offer in the Burnham committee last week.

The trial continues.

Accident verdicts on family anger tenants

By Susan Tibbitt

The deaths from hypothermia of a woman and her two children who were overcome by fumes from a defective gas boiler, were accidental, the Southwark coroner recorded last night. Neighbours of the dead family shouted protest as the verdicts were recorded.

The inquest jury returned the verdict on Helen Smith, aged 31, her daughter Natasha, aged 11, and son Michael, aged 13, all of Walworth, south London, after being directed by the coroner that that was the only one open to them.

Mr Arthur Gordon Davies, the Southwark coroner, rejected pleas from Mr Timothy Greene, counsel for the dead family, that verdicts of lack of care, unlawful homicide or criminal negligence were also possible because of evidence of culpable disregard.

The coroner said: "I do not consider there has been any such gross criminal negligence, such utter and complete disregard for safety and people, as to justify returning any other verdict than accidental deaths."

He said it should be laid down that boilers are serviced every year on the responsibility of those who had installed them.

Mr Greene said he had been instructed by Mrs Smith's

mother to issue writs for negligence against Southwark Council.

Mrs Smith, a divorcee from Trinidad, and her daughter Natasha, were found dead on the Southwark coroner's mausoleum. Death was caused by hypothermia due to carbon monoxide poisoning.

Her son Michael, who was found unconscious with them, died in St Thomas's hospital two days later.

Officials of South Eastern Gas and Southwark Council said that they had been notified of faults with the boiler 13 times over 15 months before the deaths. Repairs had been carried out eight times.

Witnesses from the council's engineering department, the boiler's manufacturer and an independent consulting firm all testified to its potentially lethal condition when tested.

Mr John Synnuck, head of the council's housing management services, said there was an average of about three or four complaints a week about heating faults from the Dudding Grove estate.

Recommendations from the investigation he chaired after the deaths included immediate servicing of central heating appliances and changing from vented to balanced flue systems as soon as possible.

Body may yield war gas clue

By Seamus Milne

A post mortem examination due to be carried out today on an Iranian soldier who died in a London hospital yesterday could establish whether poison gas is being used in the Iraq-Iran war.

The Iranian soldier was one of nine who were flown into Britain on Thursday and admitted to the private hospital of St John and St Elizabeth early on Friday.

But the hospital director, Mr Stuart Oswald, said that the examination might not be able to prove conclusively whether the soldier had been suffering from the effects of poison gas.

When the war casualties were first examined, the hospital announced that eight of them were suffering from moderate burns. But on Sunday the condition of two deteriorated rapidly.

One of the two died at 9am yesterday, and the other was transferred to the Wellington Hospital where he is in intensive care with serious chest problems.

A spokesman at the Iranian embassy said that casualties had also been flown to West Germany, Austria and Belgium.

Ministry police studying claim of fraud at Dowty

By Richard Norton-Taylor

Ministry of Defence police are investigating the allegations of fraud in the engineering and aerospace group, Dowty, Mr John Lee, junior minister responsible for arms procurement, told the Commons yesterday.

The allegations have been made by a former employee, Mr Burgess Cooper, who says he was sacked after threatening to reveal details of company practices.

He said that an MoD repair contract provided for the employment of 38 people, but only 33 were engaged on it.

The other five, including himself, were paid by the MoD but did other commercial work for the company. Mr Cooper says he was transferred to the MoD payroll in 1982. The company told him it was to avoid redundancy. He plans to take his dismissal to an industrial tribunal.

The ministry yesterday also disclosed that it was still engaged in talks with Aish, the Poole-based electrical company, about overpayments on past contracts. The company has already agreed to repay £350,000.

The Aish contracts came to light after Mr Jim Smith, a former director of the company, was sacked following his refusal to ratify the accounts. The company argued that he was made redundant because of the need to cut costs.

Mr Burgess Cooper, who says he was sacked after threatening to reveal details of company practices.

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'Mother's attack' blamed for girl's death

By Sarah Beeley

A man accused of murdering a four-year-old girl who died last year, defended her death by blaming her mother's "attack" on the child in the Old Bailey yesterday. The child's mother, who was responsible for the death.

Maurice Beckford, aged 25, a scaffolder from Kensal Rise, north London, who denies murder but has admitted two charges of cruelty and two of assault causing actual bodily harm, said that Jasmine's mother, Beverley Lorrington, aged 24, had gone into the bedroom the child shared with her younger sister Louise the night before she died.

He said: Beverley went into the room and hit her. I saw Beverley with her hands around Jasmine's neck. She was strangling her. I pulled her off and said: 'What are you trying to do?' She turned around and said: 'She's just driving us both crazy.'

Cross-examined by Mr John Gorman QC, counsel for Lorrington, Beckford said he thought this alleged treatment led to Jasmine's death the next day, July 5 last year.

Beckford claimed that he had confessed to the murder to the police, saying such things as "I just want to die" and "Just throw away the key" because he wanted to take the blame. He said he decided to tell the truth of what happened when Beverley got bail, left prison, and ceased to answer his letters.

He said: "After me telling her to say it was me, she turned round and cut me off as if I wasn't there."

Mr Kenneth Richardson, cross-examining for the prosecution, said there were no signs of strangulation on the child's body. Beckford maintained that he had only ever hit Jasmine on the face and hands and had never punched her.

He denied that he loved Jasmine less than Louise, who was his own daughter. He said: "I loved Jasmine as much, even a bit more, than Louise."

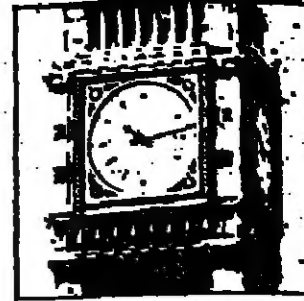
Beckford said he had taken a day off work to look after Jasmine on the day she died. He said he told his cousin bedroom to clean it, having rolled a marijuana joint, he saw the child lying on the cushion and noticed something wrong with her eyes.

"The black bit was gone," he said. He told the court he was frightened and tried to revive her, feeling her pulse, breathing in her mouth and even attempting to give her an electric shock to restart her heart.

He did not think of calling a doctor.

Lorrington yesterday changed her plea from not guilty to two charges of wilful neglect to guilty and the Common Sergeant Judge Thomas Fleet QC discharged the jury from giving a verdict on the third charge of wilful neglect.

The trial continues.



David McKie

A rather stately cuckoo waltz

THE mellifluous sound of the cuckoo from a dozen Labour throats greeted the Prime Minister when she rose in the Commons yesterday to confront a list of 129 questions, a mere 125 of which asked her to list her engagements for the day.

The birdsong was in honour of the weekend speech in which she declared of some of the Government's recent critics that without the odd cuckoo it wouldn't be spring.

Was that really the way — asked Labour's Derek Fatchett, who was first to be called — for a Premier to speak about her critics; especially when she was supposed to be in to reconciliation nowadays?

And what of the dissidents on her own bench? Were they cuckoo too? No cuckoos here, Mrs Thatcher assured him. "We have the occasional grouse but nothing else."

As it happened, one occasional grouse was conspicuously visible in a few places away from the speaker: the Member for Old Bexley, Mr Heath, Eric Heffer (Labour, Walton) tried to embarrass Mrs Thatcher by reminding her of some of the nasty things Old Bexley had been saying about the budget.

Mr Lawson's efforts had been well received, she said, with some very nice majorities at the end of it.

She'd have said much the same, no doubt, even if the backbenchers had spent the past few days tearing Nigel Lawson limb from limb.

The Day in Politics, page 5

But, in fact, they can both feel reasonably pleased with the pattern of the last week's debate, since it seemed on the face of it to confirm the Whips' Office judgement that though the dissidents can call on some headline pulling heavyweights, there's not much sign of equivalent activity among the rank and file.

There were 25 backbench speeches in four days of debate: eight hostile, 15 approving, and one neutral. Five of the critics belonged to that formidable party within a party, Privy Counsellors Against the Budget (PCAB: Ted Heath, Ian Gilmour, Jim Prior (critical, but not too critical, he said), Francis Pym and a last declaration, the former 1922 Committee chairman, Edward du Caine.

Their three outsiders were relative old timers too: David Knox is in his fifth Parliament, Julian Critchley in his third, and Charles Morrison in his eighth.

Mr Critchley's speech, incidentally, in which he declared at one point that the Chancellor, once a man of substance, was now seen to be a man of straw, was subsequently described by the Treasury Minister of State, Barney Hayhoe, as "a parliamentary gem of wit and brilliance." No doubt he'll be keeping out of Nigel's way for a day or two.

The view among newer members was much more approving. George Walden, the superbly bright, ex-diplomat from Buckingham, thought the Budget "excellent."

Edwina Currie, the eager, sometimes gutter production member for Derbyshire South, called it "wise, workmanlike, and worthwhile."

The general opinion seemed to be that within given constraints, Nigel had done pretty well.

What was impressively absent this time was the sort of urgent, troubled testimony based on day to day constituency observation with which a new MP, Alistair Burt (Bury, North) lit up a Queen's Speech debate in November.

The geography may have had something to do with that. Not one Conservative backbencher from the North West or North East got in to the debate. (Mr Burt, who might once have done so, is now a PPS, and muzzled).

There were two Tory speakers from Scotland, two from Yorkshire, none from Wales. But only three came from marginal seats. Nine of those who defended the Chancellor are cushioned by majorities of 20 per cent or more.

It is on the others who, though still apprehensive, preferred to keep silent this time, that the Chancellor's fate may ultimately depend. If his budget does indeed bring jobs to the jobless and hope to the hopeless, they will celebrate all the way to the polling booths. If not, there could be far warmer endorsement of PCAB's lonely fight next time the Chancellor performs.

NEWS IN BRIEF

Police hurt in attack

TWO policemen were hurt, windows smashed, and two patrol cars damaged late on Monday night in the Derbyshire pit village of Shirebrook.

Five men, four of them miners, were arrested. Four are to appear before Chesterfield magistrates today charged with criminal damage.

Shirebrook police station was attacked several times shortly before midnight on Monday and many windows were broken.

A police spokesman said: "We are keeping an open mind about the motives."

Police said that about eight people were involved in the violence, in which a lump of concrete was hurled through the windscreen of one patrol car and the headlights of a second were kicked in and the bodywork dented.

The first car was attacked in the station car park and the second when it arrived after the alarm was raised. Two officers received bruises.

Court supports fugitive's release

IRELAND'S Supreme Court agreed yesterday that the High Court had been right to release Mr Robert Trimbole. It said he had been wrongly arrested under the republic's anti-terrorist laws in October.

The High Court had upheld an order for extradition to Australia on charges of murder and smuggling heroin but said he was arrested illegally. Mr Trimbole left Ireland shortly after his release last month, police believe.

PC banned from soccer matches



PC William Ross (above), aged 23, was remanded on bail by Horseferry Road magistrates yesterday charged with using threatening behaviour at the Chelsea v. Sunderland Milk Cup tie at Stamford Bridge on March 4.

Ross, of Trenchard House, Broadwick Street, Soho, London, who denied the charge, was banned from football matches as a condition of bail. He is based at Rochester Row police station, Victoria.

Civil servants delay action

THE two biggest Civil Service unions have put back plans for industrial action by a fortnight. The Society of Civil and Public Servants, which has a secret ballot mandate for a one-day stoppage on Monday followed by selective strikes, has moved the start of the programme to April 15.

The Civil and Public Services Association has called off its membership consultation on an April 1 strike and will hold a secret ballot for action on April 15.

Sun back but threat to unions remains

By Patrick Wintour

Labour Staff

PUBLICATION of the Sun resumed last night after seven hours of talks resolved the week-long dispute in its London machine room. However, its owners, News Group Newspapers, have not abandoned plans to seek damages against the two print unions, Sogat '82 and the National Graphical Association.

News Group Newspapers claims they backed a strike which had been called without a secret ballot which the employers say is required under the Trade Union Act 1984.

More than 30 million copies of the Sun have been lost and both unions could be liable for damages of up to £250,000.

Sogat claims that a ballot was not needed because any action in the machine room did not break employment contracts. Ms Brenda Dean, Sogat's general secretary-elect, said machine room men were locked out by management and that the union was not liable since it did not make the strike official.

Mr Justice Stuart-Smith yesterday adjourned a Sogat application to have an injunction lifted after he heard that the sides had reached a settlement. The injunction ordered the two unions to withdraw any official backing for the strike.

Management and unions are to hold a joint inquiry into the high incidence of plate breaks in the machine room. Management has also agreed to give back pay to production staff not in the machine room who were effectively locked out during the dispute. Sogat gave a guarantee of normal working.

The dispute started after machine room men introduced a new method of tightening the plates which involved stopping production for 15 minutes. The union said antiquated machinery was causing plate breaks and threatening safety. The management considered the change as an unacceptable interference with normal production.

Mr Bruce Matthews, NGN managing director, felt the dispute centred on Sogat's objections to the suspension of talks on transferring production from Fleet Street to Tower Hamlets, east London.

Rosemary Collins adds: Mr Robert Maxwell yesterday appointed a former civil servant, Sir William Wood, aged 68, to act as Mirror Group "ombudsman." He will investigate complaints by readers who believe they have been treated unfairly by the group's newspapers.

Mr Paul Caruana, a 23-year-old Catholic from the Creggan estate, has complained that his

head was forced between his legs and that plastic bags were put over his head while he was being held under the Prevention of Terrorism Act last August.

Mr David Laucht, of Amnesty International, said it was calling on the British Government to do what it asked other governments to do in cases of alleged torture: to hold an impartial investigation and to publish the results.

He said yesterday that the Northern Ireland Office had said that an investigation had been held by the Police Complaints Board and that the findings had been sent to the Director of Public Prosecutions.

Mr Laucht stressed that the organisation had no reason to suspect that there was systematic violence to detainees at Castlereagh — the main detention centre in Northern Ireland for terrorist suspects — but that it was concerned whether the recommendations of the Bennett report were being observed.

After complaints of ill-treatment at Castlereagh by Amnesty International in 1978, Judge Harry Bennett QC recommended that closed-circuit television should be installed in interview rooms, that detainees should have access to a solicitor after 48 hours and that medical examinations should be available.

150-200

Comment on Ulster future puzzles Haughey

By Joe Joyce and Paul Johnson

Dr. Garret FitzGerald, the Irish Prime Minister, was accused yesterday of creating speculation about the future of Northern Ireland with his reference in London last week to the search for a "novel political structure."

Mr. Charles Haughey, leader of the Opposition in the Dáil, demanded to know in an exchange in the Dáil whether Dr. FitzGerald was trying to hype or damp down expectations.

Mr. Haughey was speaking after Dr. FitzGerald had said that the speculation of a breakthrough in Anglo-Irish talks was "uninspired."

The speculation has followed the meeting in Dublin last week between Dr. FitzGerald and two British ministers, the Foreign Secretary, Sir Geoffrey Howe, and the Northern Ireland Secretary, Mr. Douglas Hurd.

The Rev. Ian Paisley, leader of the Democratic Unionist Party, last night demanded a written pledge from Mrs. Thatcher that talks were not taking place between London and Dublin on the future of Northern Ireland.

If such a guarantee was not forthcoming, he said, then the DUP would withdraw from a new round of internal talks set up by the Government and aimed at bringing together the province's constitutional parties.

Mr. Paisley told a special session of the Northern Ireland Assembly that he had been given a verbal assurance by a junior Northern Ireland Office minister that the constitutional position of Ulster Unionists was not being undermined.

This was not enough, he said. He issued a written pledge authorised by Mrs. Thatcher and signed by Mr. Hurd, was necessary. "We will not be pawns in any London/Dublin process. We are not prepared to stand back and see our position prejudiced," he added.

Mr. Haughey's cynicism at the hurry of reported developments is shared by many observers in Dublin. The Irish government spent much of last year raising expectations about imminent developments only to see its hopes shattered at November's summit meeting at Chequers.

Most of the elements now reported to be part of a new initiative have been doing the rounds in Dublin for more than a year.

Dr. FitzGerald's caution about the outcome of the current talks was mirrored by Sir Geoffrey who told the Irish Times that it would be some time before it was known if the talks had practical results.

He added that he would favour financial backing from the EEC and the United States for any agreement on Northern Ireland that arose out of the discussions.

Peter Jenkins, page 21

Compensation for death from lung cancer

£120,000 paid to family of dead Sellafield worker

By David Rose and Richard Norton-Taylor

Compensation of £120,000 has been paid to the family of a radiation worker at the Sellafield plant in Cumbria who died in 1976 from lung cancer.

The man — whose identity has not been disclosed — received slightly more than half the maximum safe dose of radiation prescribed by international limits.

The award is the third payment to be made under the agreement reached in 1982 between British Nuclear Fuels Ltd, Sellafield's operators, and trade unions at the plant.

As in previous cases, few details of the dead man's occupation or the basis for the size of the settlement have been released.

He worked for 23 years as a foreman at the Calder Hall section of the Sellafield (then Windscale) site, where weapons grade plutonium is produced for Britain's military programme. He was treated for tuberculosis after a medical check-up organised by BNFL, but died months later of lung cancer.

Industry and Whitehall sources said yesterday that the levels of radiation exposure were only one aspect of the

evidence considered by the adjudicating panel set up under the 1982 agreement.

Nevertheless, the man had received only 60 rems during his years in the industry, while the internationally-agreed limit enforced by the British nuclear industry by the National Radiological Protection Board would have allowed a total exposure of 115 rems.

Asked yesterday whether this dose level and the size of the settlement constituted an admission that these levels — as critics of the industry have claimed — are too high, BNFL said: "The payment did not reflect the level of radiation."

A spokesman added that the sum was a "full sum payment" which was calculated to be the equivalent of what a court would award if radiation had been judged to be the main cause of the man's death.

In reaching this decision it had been thought important to take into account the man's age, 45, and the fact that he had not smoked for many years.

One of the scheme's administrators conceded last night that BNFL in general wanted to pay out compensation when "about half" the maximum recommended safe radiation dose had been absorbed. This was evidence of the company's

generosity, he said, and should be considered quite separately from the controversy over what dose should be viewed as "safe."

The scheme had been designed to be "overly generous" in order to avoid the payment of legal costs, which could reduce the amount spent by the company. Avoiding legal action also had the advantage of securing more favourable publicity, he said.

Sources within the industry conceded that the case would fuel the controversy over the radiation limits. There are at least a further 12 cases under detailed consideration for possible compensation payments, BNFL confirmed, while another 63 have so far been rejected by the machinery set up by the 1982 agreement.

The case was first brought to the man's union, the Institution of Professional Civil Servants, by his widow.

The two previous payments under the agreement were made last year for £200,000 and £25,000. Previous out-of-court settlements before the scheme was introduced included a payment of £67,000 in 1981.

BNFL said yesterday that the size of the latest award was also affected by the man's status as a member of management staff.



Stars and family at Redgrave funeral

LADY Redgrave with daughters Lynn and Vanessa examine flowers at the funeral of her husband, Sir Michael Redgrave, yesterday at Morlake Crematorium in London (left).

With the actor's son, Corin, and several grandchildren, they joined film and stage stars for the service in the crematorium chapel. Those present included Sir Alec Guinness, Christopher Reeve, Maggie Smith and Yehudi Menuhin.

Sir Michael died last Thursday, a day after his 77th birthday, following a long illness with Parkinson's disease. His coffin, covered in red roses and white lilies, supported pictures of the actor in three of his most famous roles — Shakespeare's King Lear, Antony from Antony and Cleopatra, and Chekov's Uncle Vanya.

At the service, Sir Michael's granddaughter, the actress Natasha Richardson, gave a reading from A Winter's Tale. A week before his death Sir Michael saw her play Ophelia in a production of Hamlet.

Tory MP gives lead in benefit cut protest

By David Hencke, Social Services Correspondent

Mr. Andrew Bowden, Conservative MP for Brighton, Kemptown yesterday tabled a Commons motion calling on the Department of Health and Social Security to withdraw cuts in housing benefit of up to £5.47 a week for tenants in 49 authorities until the Government publishes the results of its social security review.

About 110,000 tenants in "high rent" areas are due to suffer the cuts from next Monday.

His motion was being circulated to 70 MPs — mainly Conservative backbenchers — whose constituents are threatened.

On March 3, the DESS outlined the authorities affected, three of which — Brighton, Guildford, and Windsor and Maidenhead — lose subsidies for all council and private tenants.

Another 17 lose subsidies for council tenants, 22 for housing association and private tenants and the remaining seven authorities for sheltered accommodation for the elderly and handicapped.

The total savings will be £6 million out of a housing benefit budget totalling £4 billion.

Minister gets four years for mutilating corpses

A Methodist minister who mutilated corpses awaiting burial was jailed for four years yesterday. Emyr Owen, aged 62, of Methlons Close, Croydon, Greater London, had "abused the trust of the living just as you dishonoured the dead," Mr. Justice Evans said at Chester Crown Court.

Owen admitted mutilating corpses between April 1976 and December 1984 and was jailed for 24 years concurrently on each.

He also admitted threatening to murder the four-year-old granddaughter of a local woman and was sentenced to a consecutive 18 months. The judge directed that the girl should not be identified.

Mr. Huw Daniel, prosecuting, said Owen was a homosexual and had been minister of Bethel Chapel, Tywyn, since April, 1976.

His crimes came to light when police investigated an anonymous letter received by an elderly woman with an ailing husband which contained a threat to murder one of her grandchildren. "It is a letter of a thoroughly abusive, unpleasant nature with extensive use of abusive language," Mr. Daniel said.

Constable Gwyn Roberts, who was highly commended by the judge, noticed that handwriting on a copy of the Bible which Owen had given to a local farmer was the same as that in the letter.



Emyr Owen—threatened to murder girl

The detective searched Owen's house and found a photograph of a man's severed genitalia.

Owen told police he had no intention of harming the granddaughter. "I am at a total loss why I sent these letters," he said in a statement.

He admitted mutilating three bodies. "He told police he had long nursed a fantasy about the cutting off of male genitalia," said Mr. Daniel. "He told them he had two personalities, one the caring priest and another known as Emyr Ddrwg, or Emyr the Bad."

Dr. William Lawson, senior psychiatrist at Risley remand centre, near Warrington, Cheshire, said: "There is no evidence of mental illness or disorder as such."

'Royal' film withdrawn

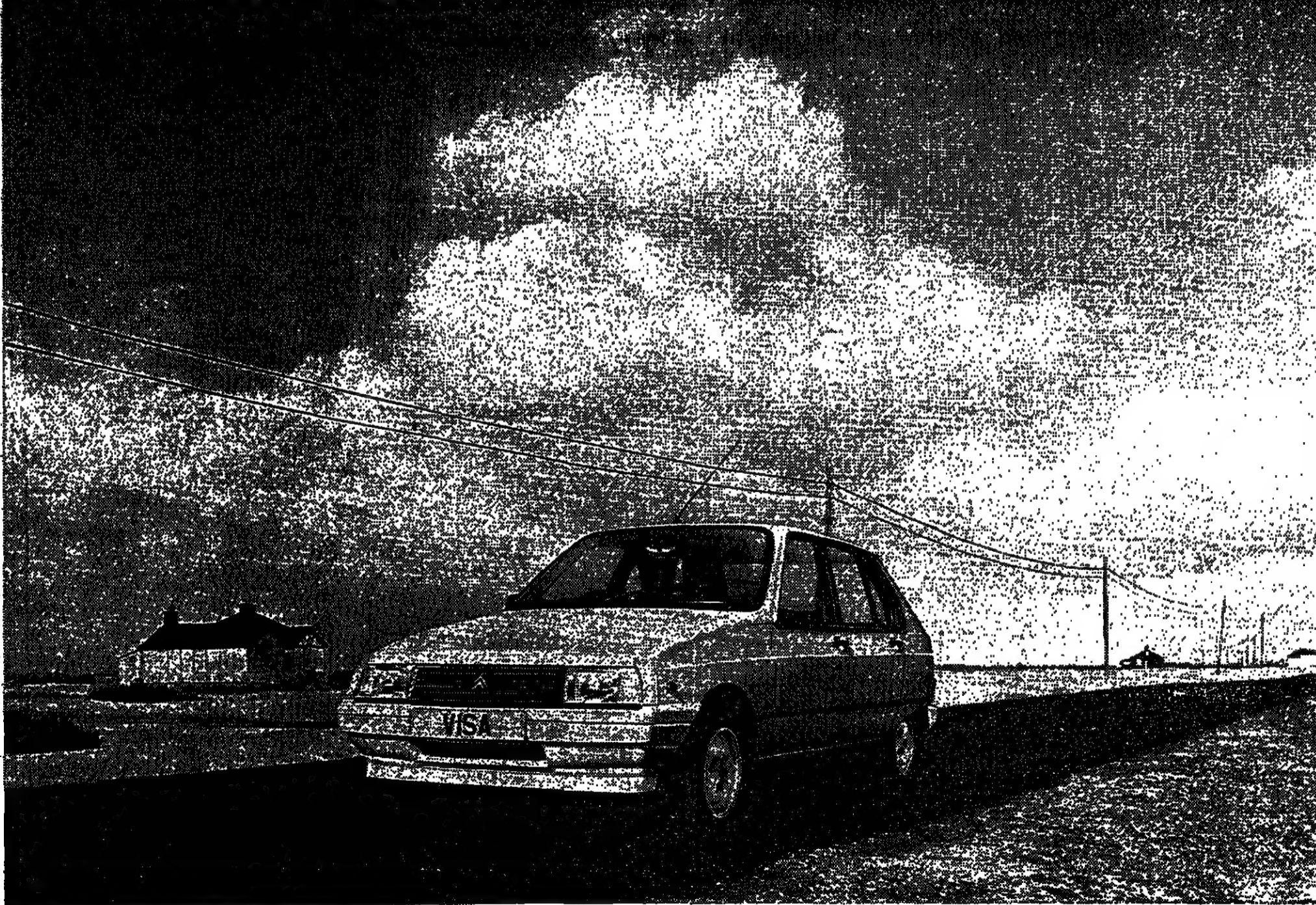
PLANS to televise a film about the romance of the Prince and Princess of Wales have been scrapped following a request from the Independent Broadcasting Authority. West Television South, based in Plymouth, announced last week that it would show the American film on Easter by the BBC despite a decision by the commercial and the rest of the commercial network not to show it.

story" done in "beautiful taste."

The IBA began its attempt in the Court of Appeal yesterday to overturn a ruling won by Mrs. Mary Whitehouse over the way it went about allowing the controversial royal film.

Last year the High Court ruled that the decision on whether to show the film should have been referred to members of the authority. The hearing continues today.

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Kinnock attacks PM on job hopes for young

EMPLOYMENT

By Alan Travis

Mr Neil Kinnock challenged the Prime Minister yesterday to state what real hope she could give 25 unemployed Merseyside youngsters who saw her yesterday and warned that her "lily" of claimed economic success "cuts no ice and cuts no dole queues."

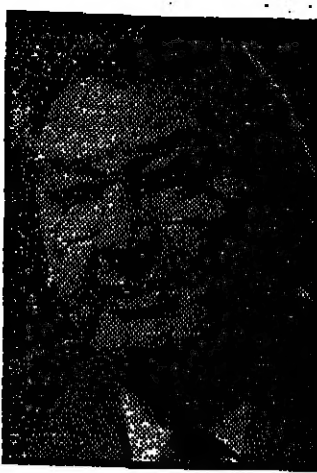
During Prime Minister's Question Time in the Commons the Opposition leader said: "There are over one million unemployed aged between 18 and 24 in Britain now. The Prime Minister is going to see 25 of them at 10 Downing Street this afternoon."

"Will she look them in the eye and honestly say to them as she said in Newcastle, 'a bright and confident future beckons'. If you do say that, do you really expect them to believe you?"

Mrs Thatcher said she looked forward to meeting the young people: "I shall point out that the economy is expanding that investment is at an all time high and that the standard of living is at a record level and we are expanding the youth training scheme."

"There will be a number of other people there whom I hope can answer their particular questions and be of practical assistance."

Mr Kinnock retorted: "That lily cuts no ice and it cuts no dole queues either. Mrs Thatcher said Mr



Mr Heffer: 'Bitter years'

Kinnock had got it wrong. "Do you deny that output is at an all-time record and that investment is at an all time record? And I am sure you support the YTS. We shall have more jobs when we have more goods and services that people want to buy. If you know how to do it perhaps you should start up your own business."

Mr Eric Heffer (Lab. Walton), who accompanied the youngsters, said: "When she does meet the young unemployed they are unlikely to believe that there is an expanding economy because of their bitter experience of 'many years of unemployment'."

Mrs Thatcher replied: "We shall continue with the policies presented by the Chancellor of the Exchequer in his budget."

ULSTER

'Double talk' warning

By our Political Staff

THE LEADER of the Official Ulster Unionists, Mr James Molyneux, last night gave notice at Westminster that unless the "diplomatic double talk" over the possibility of an Anglo-Irish formula to Northern Ireland's problems ceased, the progress made in the last six months could come to nothing.

Speaking during an adjournment debate Mr Molyneux said: Mrs Thatcher's statement after the Chequers summit last November had made a significant impact throughout the Northern Ireland community.

The different parties had recognised that there was no point in continuing to squabble amongst themselves and had even begun to ask how, and in what way, they might be able to co-operate.

Mr Molyneux went on: "Tragically, things have happened recently, such as the press reports at the weekend stemming from the views of Republican politicians and certain churchmen and culminating in Dr Garret FitzGerald's speech, made after he lunched in Dublin to Sir Geoffrey Howe and Mr Douglas Hurd, in which he suggested that they were all working on far-reaching proposals for joint authority over Northern Ireland."

Mr Molyneux questioned the speculation by Mr Hurd, the Northern Ireland Secretary, saying it was "overblown."

"This is all good Foreign Office stuff, but it only creates anxiety in minds of people who have been let down and betrayed. All that has been achieved in the last six months will now be set at naught."

"This disaster will only be averted if Her Majesty's Government reiterates the clear message given by the Prime Minister after the Chequers summit." Then Mrs Thatcher agreed with Dr FitzGerald, the Irish Taoiseach, on early moves to explore a route to a joint political initiative on Northern Ireland, but she also clearly ruled out a United Ireland or joint rule.

Mr Molyneux warned that "diplomatic double talk" would achieve nothing.

Twenty years on and back in the groove

By James Naughtie, Political Correspondent

MR David Steel has been acknowledging this week that he is not getting any younger, but insisting that his most productive years in politics have yet to come. After 20 years in the Commons he has clearly learned just how to lighten uncomfortable realities with eternal hope.

The twentieth anniversary of the by-election victory which brought him to the House of Commons has inevitably been the occasion for another of the regular reviews of his performance and his prospects and it is accepted by his Social Democratic Alliance colleagues that both have improved in the past year.

He is making more — and better — speeches outside the Commons than he was then and perhaps more importantly his work behind the scenes in the Alliance has lost the lethargy which marked his attitude for at least a year after the 1983 general election.

His much-publicised "sabotage" in the wake of that election was a public relations disaster as much as it was a personal crisis, and it has dogged him ever since.

At that time he was genuinely doubtful about the capacity of the Alliance to reach the threshold of power of any kind, and retreated into a lonely bout of introspection, made more agonising by the fact that he had ended the election in a state of physical exhaustion which left him drained of energy for weeks.

That period is now assumed to be behind him, and there is evidence in his general approach to politics that most of the old relish has returned.

But he still suffers from the assumption that he is somehow a man whose moment has passed, and who is in league with one — Dr David Owen — whose moment has yet to come.

Like all such impressions at Westminster it is hard to dispel once it has taken hold.

He still faces criticism from Liberal activists that the SDP leader appears to be able to shuttle more efficiently from television to radio studio and back again than their own man, and is ready with the crisper instant comments.

But it is one of the most interesting aspects of Mr Steel's rediscovery of the enjoyment of politics that he seems to find it easier now to shrug off such criticism than once he did.

The key to him has always been a certain Presbyterian reserve, induced in him from his boyhood in the Manse — his father was a minister — and emerging, for example, in his curious relationship with crowds: though he loves to be popular and to hear the applause, he always wants to keep his distance.

It often manifests itself as a reluctance to show emotion and results in some prickly encounters. At the Commons, for example, he has never been a glad-hander with members of other parties and has tended to keep his warm relationships private.

The contrast with the public image is striking — the

boyish joker can be much more melancholic than many voters would suspect.

Naturally, it is on the relationship with Dr Owen that everything depends. If the Alliance is to progress from its apparent support base of about a quarter of the electorate — in other words to do more than stop the election of a majority Labour Government — the dual leadership has to work.

In the past few months they have started to meet much more often than they did.

The SDP leader is evidently seen by the electorate as the dominant partner — and at Westminster his parliamentary strengths are superior — but Mr Steel is still in the position of having behind him a party which is much the stronger and better organised of the two (though there was a time when such a statement about the Liberals could not have been imagined).

He is therefore in a strong position in all the bargains that have to be struck before the next election — though there are difficulties with his own activists, principally on defence — and can indulge his natural enjoyment of tactical manoeuvring which has always interested him more than detailed policy-making.

The leaders of minority parties are fighting perpetual election campaigns. Every move is part of the preparation for the next contest, whether it be in building up that elusive "credibility" as a force capable of exercising power or simply of staying in the headlines.

It is hardly the moment to predict the outcome, but there is an optimism in Mr Steel's circle which was absent a year ago. He believes — with Mr Neil Kinnock and others — that the Government is heading for trouble, and that Mrs Thatcher's grip on the public mind is loosening fast.

If that process does gather pace, the extent of the Steel comeback — if that is what it is — will become clear. There have been questions asked in the past two years about his commitment, his style, his talents.

It has been a good 20 years, but the funny thing is that though he has spent much of that time fighting very difficult battles on the fringes of politics, he must know that the most difficult ones are probably still ahead of him. At least, he hopes so.



Mr Steel — a certain Presbyterian reserve

It was this process that exhausted David Steel after the last election: a leader for seven years and nothing to show for it except the hopes for next time.

The thought that he might spend another five weary years for the same result was intensely depressing.

Now the worst of that feeling appears to have passed, perhaps because he believes that the Alliance has now established a bridgehead from which advance is quite likely and that he has found a way of working with a partner who is the first to admit that he can be difficult.

It is hardly the moment to predict the outcome, but there is an optimism in Mr Steel's circle which was absent a year ago. He believes — with Mr Neil Kinnock and others — that the Government is heading for trouble, and that Mrs Thatcher's grip on the public mind is loosening fast.

If that process does gather pace, the extent of the Steel comeback — if that is what it is — will become clear. There have been questions asked in the past two years about his commitment, his style, his talents.

It has been a good 20 years, but the funny thing is that though he has spent much of that time fighting very difficult battles on the fringes of politics, he must know that the most difficult ones are probably still ahead of him. At least, he hopes so.

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Prescription pledge

By our Political Staff

Labour's health spokesman, Mr Michael Meacher, has pledged in the Commons that Labour would cut the 22 prescription charge and make it a central election issue.

He was speaking early yesterday during a Labour attempt to block a government Order to increase National Health Service prescription and dental charges.

"We shall vote against them, we shall campaign against them, and we shall repeal them," said Mr Meacher, who predicted that by the time of the next election, charges would probably have risen to between 23 and

£4. Labour would cut them to well below £2.

Mr Kenneth Clarke, the Health Minister, said the increased charges would bring in an extra £18 million from those who could afford to offset the drugs bill, now approaching £15 billion a year.

Only 23 per cent of prescriptions were sold at full NHS charges and he made no apology for raising revenue from those who could afford it.

The Labour attempt to block the order was defeated by 268 votes to 179 (Government majority 89). The Liberals, the SDP and some Democratic Unionists voted against the charges.

ENVIRONMENT

Pesticide curb — protest

THE GOVERNMENT has preempted an attempt to amend the Food and Environment Protection Bill next week in committee to restrict the ex-

port of dangerous pesticides to Third World countries.

Angry members of the Commons committee examining the bill challenged ministers yesterday to explain how British Government pressures led to the deletion of safeguards on such exports from the latest draft of the International Code of Conduct drawn up by the Food and Agriculture Organisation of the United Nations in Rome.

The Government had not informed the committee of such moves that were happening in Rome and had argued that export restrictions did not need to be written into the Pesticides Bill because the international safeguards were satisfactory.

The crucial clause deleted from the FAO code provides for Third World governments to give their prior informed consent before dangerous pesticides are shipped to their markets.

Oxiam believes the restriction would have helped to reduce the 10,000 deaths each year in developing countries caused by accidental pesticide poisoning.

Mr Dale Campbell-Savours (Lab. Workington), a member of the Food and Environment Bill committee, said: "They did not indicate to us what they were doing. We were upset particularly in the light of an assurance given by Lord Belstead, the Junior Agriculture Minister, to the Lords in

January. He said that Britain would honour all its international obligations."

"He must have known they were going to have this clause deleted from the FAO code. The Government has pre-empted the debate."

A series of amendments, with cross-party support, were to be tabled next week to ensure that prior informed consent would become part of Britain's new pesticide laws.

Mrs Peggy Fearn, a Junior Agriculture Minister, told the committee that what happened in Rome had no bearing on domestic legislation in Britain. But this was challenged by committee members, who said it would be unwelcome if only applied to British producers.

DEFENCE

Trident jobs boost

ABOUT 30,000 new jobs in Britain are expected to be created as a result of the Trident nuclear missile programme, Mr Adam Butler, the Minister for Defence Procurement, told the Commons yesterday.

He said 16,000 direct jobs and 13,000 indirect jobs would be created and during the peak years.

What a difference a day makes.

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F O R P E A C E O F M I N D

Neves in hospital for third operation

From Jan Rocha in Sao Paulo

The President-elect, Mr Tancredo Neves, aged 75, again underwent surgery here yesterday. It was his third operation since illness prevented him from being sworn in on March 15. Brazilian television reported.

He quoted presidential spokesman Mr Antonio Brito as saying Mr Neves was undergoing surgery at Brazil's top heart hospital here to stop internal bleeding.

Mr Neves was taken to the Heart Institute here early yesterday from a military hospital in Brasilia, 600 miles away, where he had been recovering from emergency intestinal operations on March 15 and 20.

Mr Brito earlier said that tests had showed slight internal bleeding aggravated by an increase in blood pressure.

The doctors were unable to stop the bleeding and decided to operate. There is now grave concern about the outcome of the operation.

The news of the president's relapse was a setback after optimistic declarations by the doctors had indicated that Mr Neves would be able to leave hospital this week, and take office in a few days time.

Whatever the outcome of the operation, the interim president Mr Jose Sarney, who decided to start exercising his power in full, instead of marking time as he has done up till now. While the president-elect was being operated on in Sao Paulo, Congress and government leaders were in Brasilia to discuss the political situation in the light of the medical news.

Alfonso 'sure' on Falklands

From Peter Chapman in Mexico City

Argentina's effort to get an agreement on the Falkland Islands has collapsed. In the face of the permanent intransigence shown by the government of Great Britain, the President, Mr Raul Alfonsín, said yesterday, during a three-day visit to Mexico.

Mr Alfonsín said he was confident his country would regain sovereignty over the islands by negotiation.

"We are sure that the strength and solidity of our position will allow us to get rid of these last vestiges of colonialism in America," he said.

In an otherwise laconic performance over breakfast before members of the foreign press here, President Alfonsín reserved some of his strongest words for the Falklands issue.

Argentina's desire for dialogue, he said, was backed by the international community and the United Nations but had achieved nothing because of Britain.

On the question of Argentina's foreign debt, the president said he was still hoping for a rescheduling deal with the world bankers and the International Monetary Fund.

The IMF suspended financial support for Argentina last week, complaining of Argentina's failure to impose economic austerity measures, in particular against an inflation rate now running at about 800 per cent.

He suggested, however, that a loan package from other Latin American countries such as Mexico might be possible to help Argentina through in the most immediate problems.

Argentina, he added, gave absolute support to Mexico and the other members of the Contadora group, Colombia, Panama and Venezuela, in their search for peace in Central America.

Chile bomb kills two

From Malcolm Coad in Santiago

TWO military explosive experts have been killed while defusing a bomb in the main hotel in the southern Chilean city of Concepcion.

The blast which, according to a local military spokesman, shattered windows along two floors of the Hotel Arano, came minutes after the Government television channel was jammed in the region by a clandestine radio transmission supporting anti-government protests called for today by the leftwing opposition.

There were no immediate claims of responsibility for the blast, but the authorities blame the illegal Communist Party, and its ally, the Movement of the Revolutionary Left. These are the leading forces in the Popular Democratic Movement coalition which, together with Socialist groups, has called today's protest.

The largest opposition force, the centrist Democratic Alliance, is not participating on the grounds that the protest is inappropriate in the wake of the earthquake which devastated much of the country's central region earlier this month.

General reports on reduction of Europe's atomic stockpile

Nato set to eliminate nuclear landmines

From David Fairhall in Luxembourg

A complete category of nuclear weapons — the so-called atomic demolition munitions or nuclear landmines — is almost certain to be eliminated from Nato's European stockpile, on the recommendation of the Supreme Allied Commander, US General Rogers.

This is the most clearcut decision so far to emerge from a secret report on how the stockpile should be reduced presented by the general in Luxembourg yesterday to a meeting of Nato's Nuclear Planning Group.

He had been asked how he proposed to implement the defence minister's Montebello decision two years ago that the number of so-called tactical nuclear weapons — that is, mainly shells and bombs, rather than long-range missiles — should be reduced from about 6,000 to 4,000 by the end of 1988.

In the event, the total he came up with is marginally below the Montebello ceiling — a nice touch of diplomatic tact from a Supreme Commander who earlier expressed public resentment that politicians should meddle in what he regarded as essentially a military assessment.

It had long been expected that many of the 400 or so ADMs would go, because even the smaller "backpack" decision would take hours to deploy unless buried in advance — something most Nato governments would not contemplate — and would subsequently contaminate the ground with radioactivity. In short, they were regarded as politically unusable.

But Turkish and Italian commanders were nevertheless reported to have advised General Rogers to retain some of the mines for possible use in blocking their mountain passes. His bold move in removing this category of weapons altogether may therefore gain him some credit with the anti-nuclear movement for genuinely

reducing Nato's reliance on nuclear weapons.

The other category eliminated in his review is that of nuclear-tipped anti-aircraft missiles — in this instance, about 800 high-altitude Nike-Hercules. This is because what remains of the Soviet high-altitude bombing threat can more efficiently be dealt with by the new non-nuclear Patriot system now coming into service, and is more a reflection of advancing technology than of any nuclear rethink.

Elsewhere, his report indicates that numbers can generally be reduced as modern weapons with greater range, accuracy and mobility replace obsolete types designed up to 20 or 30 years ago.

Politically the most sensitive aspect of this modernisation is the Supreme Commander's plan to replace the existing American 155-millimetre nuclear shell, also used by British Rhine Army, with a shell known as the W82, which can be converted to the field into an enhanced radiation weapon, or neutron bomb.

Production of the W82 for the US Army has been authorised by Congress, but General Rogers and other Nato officials speaking in public always emphasise that its neutron-bomb modification kit will not be deployed on this side of the Atlantic until European suspicions of the weapon have died down.

The Rogers report is still formally no more than a recommendation, although it represents five years' work by the Nato military staffs. Today, the full text will be released to Allied defence ministers for the first time, together with a statement of the detailed implications for each country's armed forces.

The British Defence Secretary, Mr Heseltine, said he was very grateful for General Rogers' work in fleshing out the Montebello proposals. The important thing was that Nato was fulfilling its commitment to reduce the number of warheads to the lowest number in decades.

GE faces charges of defence fraud

From Alex Brummer in Washington

EFFORTS by the United States to punish overcharging defence contractors began yesterday when the General Electric company said it was facing indictment on allegations that it sought to defraud the Pentagon on contracts for nuclear warheads.

At the same time, the beleaguered General Dynamics corporation offered to withdraw \$23 million worth of monthly overhead charges to the Pentagon, \$83.6 million of which has been questioned by official auditors.

A temporary halt on US Government payments to General Dynamics has been imposed by the Defence Secretary, Mr Caspar Weinberger, while investigations at the company continue.

Among the new disclosures yesterday was that the Assistant Navy Secretary, Mr George Sawyer, approved a nuclear submarine contract in 1983 while negotiating for a job with the group.

Grand Jury has begun investigating this charge which Mr Sawyer says was "nothing serious".

The increasing war on the defence contractors follows the exposure on Capitol Hill of a series of attempts by military industrialists to overcharge the taxpayer. This ranges from the \$7,500 coffee machine and the \$640 toilet seat to efforts by Boeing and others to charge the taxpayer for the Pentagon's work on the Minuteman missile.

"These matters involve complex contractual and accounting procedures," the company said yesterday.

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Mr Gorbachev (centre) performed his first public duties since the funeral of President Chernenko when he attended yesterday's meeting of the Supreme Soviet of the Russian Federation. Deputies gave him a brief standing ovation, and gave him another when the Speaker congratulated him on his appointment as party general secretary.

Hungary reforms endorsed

By Hella Pick

THE Kremlin's representative in the Hungarian Communist Party Congress, Mr Grigor Romanov, yesterday delivered a qualified endorsement of Hungary's economic reforms and warned that the country's links with the West must not be developed at the expense of close ties between the Warsaw Pact countries.

Mr Romanov is a senior member of the Soviet Politbureau. His speech in Budapest yesterday, the second day of the Hungarian party meeting, had been eagerly awaited for clues of new Soviet leader, Mr Mikhail Gorbachev's attitude to Hungary's economic liberalism, as well as his plans for economic reforms inside the Soviet Union.

In his declaration, Mr Romanov spoke of "the correctness" of Hungary's policies, and acknowledged that the Soviet Union, as it tackled "the tasks ahead," could certainly learn from the results in developing the economic management systems of other Socialist countries.

He acknowledged that the Soviet Union must "modernise its economic mechanism" to give individual enterprises larger degrees of autonomy. Mr Romanov also indicated that the Soviet leadership would authorise greater worker participation, and that earnings would be more closely related to productivity.

All this sounded far closer to the more cautious economic changes that are being introduced in Bulgaria than to Hungary's economic policies, where private enterprise has been widely encouraged.

Mr Romanov referred to Hungary's policies as "unique in a brotherly nation," which was scarcely calculated to suggest that the Soviet Union intended to emulate it. He added that "the achievement of successes is our deeply felt concern."

However, Mr Romanov's speech also reinforced earlier hints that the Kremlin, without forcing Hungary to retreat, is hinting that the process towards liberalisation has gone about as far as is consistent with the country's obligations to the Socialist community.

China has sent its first message in more than 20 years to Hungary's ruling Communist Party in the latest sign of growing ties between Peking and the Soviet Union's East European allies.

The Ukrainian Communist Party has ordered regional ministers and party officials to "introduce appropriate order" after disclosures of bribery, embezzlement and inefficiency. Pravda reported yesterday.

US allies get 60 days to join SDI programme

From our own Correspondent in Luxembourg

In a further effort to enlist European support for President Reagan's controversial Star Wars research programme, the Strategic Defence Initiative, the US Defence Secretary, Mr Caspar Weinberger, has written to all his Nato colleagues — and the defence ministers of Japan, Australia, and Israel — inviting them to consider joining the programme.

Each minister has been asked to respond within 60 days indicating whether his country would be interested in the programme, and if so, in what areas its scientists might usefully contribute. The American head of the SDI programme, General James A. Abrahamson, is already believed to have identified key technologies in which British, French and West German scientists might have the edge, but here is still widespread scepticism in all three countries as to whether Star Wars makes strategic or political sense.

With this obviously in mind, Mr Weinberger's letter emphasises that "the SDI programme will not confine itself solely to an exploitation of technologies with potential against ICBMs and SLBMs, but will also carefully examine technologies with potential against shorter range ballistic missiles."

As for the 60-day deadline, a senior US official said later there was no cut-off point for participation, but he thought those countries that were interested would want to get in early with their bids.

All those defence ministers who spoke during yesterday's session of Nato's two-day Nuclear Planning Group meeting in Luxembourg expressed support for research into space-based defences against ballistic missiles provided their commitment was clearly seen to stop there. Even the Americans, who are increasingly inclined to make the SDI another test of alliance solidarity, by analogy with the cruise missile deployment, have acknowledged in Luxembourg as one senior official put it, that there are still a large number of unanswered questions about eventual deployment.

The West German Government expects some answers today from a high-level US delegation led by the research programme's chief, General Abrahamson.

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Walters admitted to NSC meetings

From Alex Brummer in Washington

General Vernon Walters, President Reagan's nominee as US Ambassador to the United Nations, will attend National Security Council meetings by invitation, the White House announced last night.

The decision bore all the marks of a compromise designed to keep General Walters in his designated post but satisfying the concerns of the Secretary of State, Mr Shultz, that he might use a permanent seat on the National Security Council, the US top foreign policy making panel, to challenge the State Department view.

The Secretary of State was unhappy with the way General Walters' predecessor, Mrs Jeane Kirkpatrick, used the NSC as a soapbox for her strident conservative views.

The storm over the status of General Walters burst into the open earlier this week when the Washington Times, a conservative newspaper controlled by General Walters, reported that Mrs Shultz's efforts to keep him off the NSC when he takes up his new post at the UN.

But, after President Reagan had accepted the post of UN ambassador with Cabinet rank and would be able to attend NSC meetings by invitation.

While this is something less than the full-scale membership of the NSC which General Walters had sought, it is certainly a political triumph. It is noted that Mrs Kirkpatrick was able to make her views felt very effectively, especially on Central and Latin America.

President Reagan first nominated General Walters to the United Nations on February 8 to succeed Mrs Kirkpatrick. The initial nomination was delayed while General Walters fought the bureaucratic battle for Cabinet rank and a seat on the NSC.

State Department officials said that Mr Shultz had fought strongly to keep General Walters off the NSC. "It has nothing to do with Walters, but with the job," they were quoted as saying yesterday. "Shultz did not want the UN ambassador to have the same degree of independence that Jeane Kirkpatrick had."

General Walters had apparently assumed that by gaining Cabinet status he would also earn a seat on the NSC. But it had been made clear in the last week that this was not the case.

Joe Rosen adds from New York: Mrs Kirkpatrick said goodbye to the UN yesterday, and she will leave the Reagan Administration officially this Friday. But she is not leaving public life.

On the contrary, some Republican political strategists have been touting her for either the presidential or the vice-presidential nomination in 1988. At least two members of the Cabinet are supporting her. And secret Republican polls in the New York-New Jersey area are reported to show that she has a strong following among women and conservatives in both parties, and would run ahead of other potential candidates.

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Shooting may lead to closer watch on Soviet patrols

From Anna Tomforde in Bonn

Western officials made clear yesterday that the killing of an American army officer by a Soviet guard in East Germany will not lead to significant changes in the shadowy activities of the wartime allies' military missions in East and West Germany.

"We shall carry on as normal," a British Rhine Army spokesman said, referring to the freedom of movement granted to the Soviet Union's military mission accredited to the former British zone. If Soviet officers were found to be in or near restricted military areas, it was usual practice "to hem them in and ask the German police to take them away."

Diplomats said the shooting of Major Arthur Nicholson on Sunday near Ludwigshafen to the north-west of Berlin could lead to even closer surveillance of Soviet patrols in West Germany, but neither side was interested in altering the status or function of the military outposts which spy on one another's military installations.

In Luxembourg, the US Defence Secretary, Mr Caspar Weinberger, said yesterday that three members of the Soviet military mission in the former American zone of West Germany had been found inside a restricted military area near Hof in Bavaria on March 20. They have been stopped by the US army and were handed over to the West German police, who escorted them back to the Soviet mission in Frankfurt.

In Moscow, Tass said yesterday that the shooting was "regrettable" but blamed the US.

As the first comment from Moscow on the incident, Tass said that Major Nicholson had been shot dead by a Soviet sentry acting according to military regulations after the American refused to heed a warning shot.

In Washington, the incident is believed unlikely to have a serious effect on superpower relations.

A senior US official said Sunday's shooting was "murder" and rejected a Soviet charge that Major Nicholson had tried to escape after entering a restricted military zone.

The incident involving Major Nicholson occurred only 25 miles from the West German border near Schwerin, where the Russians are known to have several forward-based military installations and where modern short-range nuclear weapons are thought to be deployed.

According to American army sources, Major Nicholson was on a "legitimate reconnaissance" mission when he was killed. "He was near, but not on, restricted ground," they said, adding that the taking of photographs of military installations and equipment was routine for both the Western allies in East Germany and the Russians in West Germany.

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Reagan still eager to meet Gorbachev

By Hella Pick

President Reagan still wants to meet the Soviet leader, Mr Mikhail Gorbachev, despite anger in the United States about the killing of Major Arthur Nicholson by a Soviet soldier in East Germany.

The major's death, Mr Reagan has said, "makes me more anxious to go to a summit." He would prefer Mr Gorbachev to visit Washington after disclosures of bribery, embezzlement and inefficiency. Pravda reported yesterday.

There is, however, no indication that Mr Gorbachev shares the Administration's enthusiasm for a meeting. Throughout his first year in office, Mr Reagan rebuffed Soviet feelers for a summit.

Mr Yuri Andropov, before his death, appeared to believe that a summit would help overcome some of the obstacles and tensions in US-Soviet relations, and the 1988 Geneva arms negotiations.

During Mr Chernenko's year in office, neither side made any serious attempt to convene a summit, but President Reagan always said it would only be worthwhile if "carefully prepared."

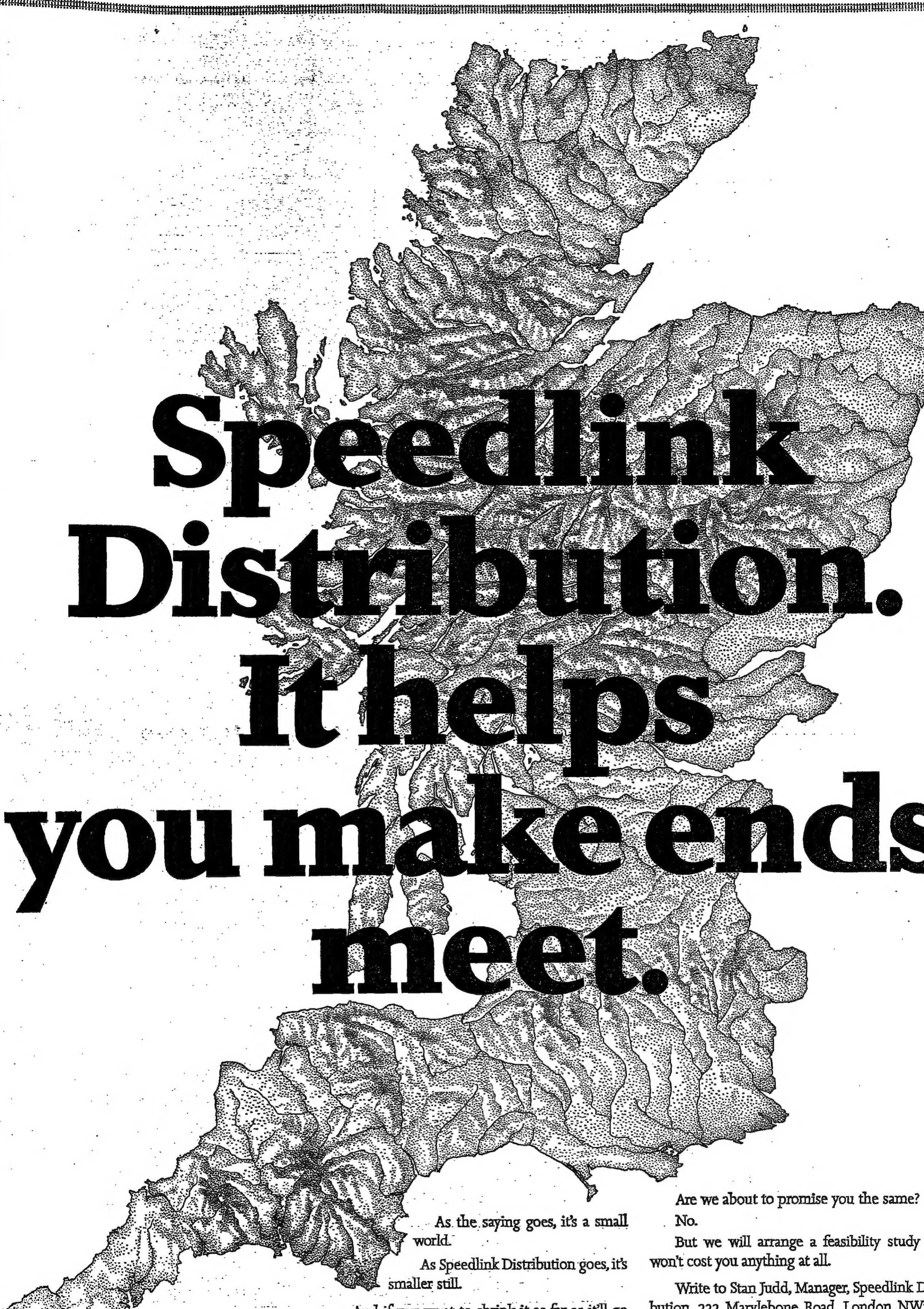
Now the US message has radically changed. The Vice-President, Mr George Bush, who represented the Administration at Mr Chernenko's funeral, carried a letter from Reagan urging Mr Gorbachev to visit Washington.

There is, however, no indication that Mr Gorbachev shares the Administration's enthusiasm for a meeting. Throughout his first year in office, Mr Reagan rebuffed Soviet feelers for a summit.

Mr Yuri Andropov, before his death, appeared to believe that a summit would help overcome some of the obstacles and tensions in US-Soviet relations, and the 1988 Geneva arms negotiations.

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Suicide bombers cast shadow over Israeli withdrawal

From Jan Black
in Nabatieh, S. Lebanon

THE rumour about yesterday's suicide bomber was started by a sergeant in charge of the vehicle maintenance workshop in the courtyard of the Israeli headquarters building on the hill above this South Lebanese market town. An alert was on for a white Mercedes with red number-plates, he confided to the group of men clustered around him.

Nothing has unnerved the

retreating Israelis so much as the readiness of Shiite Muslims to drive cars full of explosives into troop convoys negotiating the narrow, potholed roads.

On the way to this town, just 200 yards from the international border at Metulla, you can still see the fresh sand by the roadside where 12 Israeli soldiers were blown to pieces a fortnight ago when a battered Mercedes drew level with their open-sided Safari truck. That was the largest number of men lost in a single incident since the Government decided on the three-stage withdrawal from Lebanon in mid-January.

Fear of the suicide bombers has brought tough new

rules: vehicles in Israeli convoys must keep a fixed distance between them to avoid presenting too dense a target. Foreign journalists travelling in four civilian

THE Israeli Prime Minister, Mr Shimon Peres, said yesterday that Israeli troops might leave Lebanon sooner than expected. "We will get out of Lebanon, perhaps much faster than people think," Mr Peres said. "We are dealing with a situation in which lives are at stake, those of our soldiers there and those of residents of the northern Galilee." Speaking to schoolchildren in the northern town of Nazareth, Mr Peres did not specify any date for a withdrawal to the international border.

cars in the Nabatieh area yesterday were escorted by two jeeps with heavy machine-guns and a soldier armed with an M16 rifle in each car. The lead jeep

halted every time a civilian vehicle approached and waited until it pulled off the road.

Often the escorts fire a few bursts of machine-gun fire into the air. Lebanese drivers have quickly acquired the habit of stopping and grinning broadly each time they see Israeli cars. No Lebanese cars dare to

overtake the Israeli convoys. None, that is, except the Mercedes or BMWs whose windows suddenly sprout little home-made cardboard placards with the Hebrew initials for IDF—Israel Defence Forces. These are the vehicles used by the Shin Bet intelligence agents whose job it is to control Lebanese informants and keep tabs on potential trouble-makers.

Everything is geared now to the crucial period after

The Defence Minister, Mr Yitzhak Rabin, made it clear yesterday what would happen if the Shiite population of South Lebanon continued to make trouble. Israel, he told members of the Knesset's Foreign Affairs and Defence Committee, would adopt a "scrupulous" policy and would not hesitate to "strike back" against terrorism far beyond the proposed security zone.

Yesterday afternoon, a day

Arab Gulf ports may face raids retaliation

Baghdad threatens to extend war to all parts of Iran

Baghdad: Iraq is prepared to extend the Gulf war throughout Iran unless Tehran agrees to a peace settlement, the government newspaper, Al-Jumhuriya, said yesterday.

In Tehran, the Iranian news agency, Irna, said that nine people were killed when an Iraqi plane raided two suburban areas of the capital, and a newspaper predicted unspecified measures against Arab ports in the Gulf because of Iraqi strikes on ships.

Iraq, which reported fresh attacks yesterday on shipping in the Gulf and air raids against Iranian cities, would not allow the war to continue, Al-Jumhuriya said. Tehran's choice was peace or "an overall destructive war," the paper said in an unusually strong editorial.

It continued: "We are giving these people a last chance, either to take advantage of a peaceful solution, or Iran will face nothing but death and destruction."

Iraq, which wanted peace and coveted no Iranian territory, controlled Iranian air space and the Gulf, it said, adding: "We have the capability to reach the farthestmost point in Iran."

Earlier, an Iraqi military spokesman said that Iraqi planes attacked two "large naval targets" near Iran's Kharg Island oil terminal, and raided Tehran, Kermanshah, and Hamadan.

Tehran said that Iranian planes and anti-aircraft fire brought down three Iraqi planes during a raid on Kharg Island. Iraq denied losing any aircraft, and did not directly confirm the raid. A military spokesman in Baghdad said that there had been a mission but did not specify the target. He said the planes returned to base.

There was no independent confirmation of an Iraqi raid on ships, but shipping sources in the region said that a 14,650-ton Panamanian merchant ship, the Cape Gwadar, was hit in an area where previous raids by Iraq and Iran had been reported.

Fighting intensified three weeks ago, when both sides started attacking civilian areas. There were fierce ground battles after an Iranian offensive in the marshes of southern Iraq, in which Baghdad claimed victory. A military spokesman said yesterday that Iraqi forces had repulsed 13 divisions of Iranian troops, amounting to about 150,000 men.

He later said that Iraqi planes had hit five more Iranian towns yesterday. Iran, meanwhile, resumed shelling the southern Iraqi port city of Basra after a two-day lull. The spokesman said that the Iraqi jets hit Bostan, Isfahan, Hamadan, Gilan Garb, and Sar-e-Pol-e-Zahab, and all returned safely to base.

Basra residents said that 10 Iranian shells fell in the city centre in two minutes.

In Tunis, a council meeting of the 21-member Arab League, which includes pro-Iranian Libya and Syria, adopted a resolution renewing support for Iraq, but called for negotiations to end the conflict.

Tehran's Islamic Republic newspaper said that Iranian "deterrent measures" against ports of Gulf Arab states supporting Iraq seemed inevitable.

In London, an Iranian soldier died in hospital while being treated for burns suffered in the war. It was the second death among 33 people down to Europe last week for treatment of injuries Iran said were caused by Iraqi chemical weapons.

The US Secretary of State, Mr Schultz, has met the Iraqi Foreign Minister, Mr Tariq Mithaqi Aziz, for an exchange of views on ways to end the war with Iran, the State Department said yesterday.

The department spokesman, Mr Bernard Kalb, said that the United States "firmly supports practical and balanced international efforts toward this urgent objective." He said that Mr Schultz saw the meeting as an opportunity to reiterate "the absolutely firm opposition of the United States to the use of chemical weapons."



King Hussein of Jordan, accompanied by Queen Noor, after receiving the PLO leader Yasser Arafat in Madrid yesterday

UN staff to leave Lebanon as peace plan is revealed

Vienna: The United Nations agency for Palestinian Refugees said yesterday that it was telling its expatriate staff in Lebanon to leave the country for their own safety following a state of kidnappings as a new security plan was announced to defuse a threat of renewed civil war.

A spokesman of the UN Relief and Works Agency here said that five international staff members had been pulled out in the past few days, leaving eight behind.

Those remaining, including the UNWRA Director for Lebanon Mr John Detmold, a Briton, were also being encouraged to leave

after the kidnapping near Beirut of Mr Alec Collett, a British journalist working for the agency.

A whole series of kidnappings puts into jeopardy UNWRA's operations and those of all international organisations working in Lebanon, the agency spokesman said. State-run Beirut radio said the new security plan would create a militia-free buffer zone along the Green Line that divides the Lebanese capital into Muslim and Christian sectors.

The radio said that army units, including Muslims and Christians, would be deployed

in the separation zone to oversee the dismantling of militia bunkers and barricades, that were recently reestablished on the Green Line.

The new plan was approved at an emergency meeting on Monday by the army's higher military council after renewed battles between Muslims and Christian militiamen across the demarcation line, the radio said.

A security committee representing Lebanon's principal Muslims and the army issued corresponding orders for the prompt removal of the new Green Line fortifications and for a strict adherence to a

ceasefire called on Sunday night, the state radio said.

The higher military council has also reshuffled the command of army units that were deployed in the southern port city of Sidon after the Israeli army's withdrawal from the region on February 16.

Several thousand people marched through mainly Muslim west Beirut yesterday in a peaceful protest at inflation fuelled by the collapse of the Lebanese pound.

Demonstrators marched to the office of the Prime Minister, Mr Rashid Karami, carrying placards condemning costly state arms purchases and spec-

ulation against the pound, which has lost half its value against the dollar since January 1.

Meanwhile in Madrid, King Hussein of Jordan called yesterday for support for the Middle East peace efforts, saying that a solution to the Palestinian problem was the key to settling conflicts in the region.

The King told Spanish parliamentary leaders that the Palestine Liberation Organisation was the only legitimate representative of the Palestinian people and that Israel was to blame for the crisis in the area.

Speaking on the second day of a four-day state visit to Spain, King Hussein described a framework for Middle East peace drawn up by Jordan, the PLO and Egypt as a last-chance attempt.

"Our aim is that this last opportunity for peace does not suffer a blow," the King said. He also urged Spain to help to end the war between Iraq and Iran.

King Hussein later met the Spanish Prime Minister, Mr Felipe Gonzalez, for talks covering Jordan's peace plan and about 70 people. They are all teachers or other leaders of their communities arrested with no charges, using the Internal Security Act, said Mr Wheeler. At least two have died in prison.

During his northern visit, he interviewed several people recently released from detention. Two young men who spent six years in jail told him they had been tortured with electric shocks.

Another youth, arrested in Windhoek, was taken to a camp in northern Namibia, where he was kept in a concrete bunker, humiliated and tortured. One middle-aged man arrested three times in his village in the north was kept hooded for six weeks, Mr Wheeler said.

These four people, and numerous others interviewed by Mr Wheeler, were never charged, and when they were released were simply left outside a military camp often hundreds of miles from home.

"It is a pattern of harassment which has bred tremendous fear," Mr Wheeler says. Northern Namibia has been a key military area for the South Africans for a decade. Since Angola's independence in 1975, the Unita guerrillas, trained and supplied by South Africa, have been based largely in northern Namibia. It is no-go area for civilians, with a 5pm curfew.

The South Africans also have two major air force bases in the north, close to the Angolan border.

Three South African invasions of Angola have been launched from the territory since 1981. The South African army has occupied the southern strip of Angola, too.

The Swedish Government said yesterday that it would act to halt imports of South African coal, if companies did not agree to stop them voluntarily.

The Energy Minister, Birgitta Dahl, said in a statement that she had summoned coal importers to a meeting today at which she will urge them to stop buying coal from the republic.

Her statement followed the release of figures by the State Price and Cartel Office, showing the Swedish imports of South African coal jumped to 25,408 tonnes in 1984, from 2,088 tonnes the year before.

Angola dampens Namibia hopes

By Jonathan Steele

Angola has denied that "any positive results" were achieved in its latest talks with Dr Chester Crocker, the special American envoy on Africa.

In a speech to Angolan army officers in Luanda, José Eduardo Dos Santos also said that his Government had made no new proposals on withdrawing Cuban troops from his country.

Mr Dos Santos's comments were designed to dampen speculation of progress on the Namibian issue which appeared shortly after Dr Crocker arrived in South Africa last week straight from his talks with the Angolan Interior Minister, Mr Alexandre Rodrigues, in the Cape Verde islands.

Last year, Angola offered to begin a unilateral reduction of Cuban troops in the southern part of Angola once South Africa had started to implement the United Nations plan for Namibian independence and had withdrawn all but 1,500 troops from the territory which it occupies illegally.

South Africa rejected the Angolan offer, and continues to insist on a major Cuban pullout. Dr Crocker is thought to be trying to find a compromise, but the latest Angolan statement does not suggest well. President Dos Santos said that the "apparent optimism" being reported in some Western media was without foundation.

Dr Crocker's visit to South Africa has been overshadowed by the crisis at Langa, where police shot dead at least 19 Africans. Responding to the shootings, Dr Crocker used some of the strongest language he has ever uttered on apartheid, commenting that South Africa faced "chaos and anarchy" if it did not try to accommodate the black majority.

His warning of chaos has been seized on by supporters of coups and "investments" and trade with South Africa, who are using it to tell bankers and businessmen that even an administration as conservative as President Reagan's now sees the country as a high-risk area.

Victoria British adds: South African troops have blown up the school, the seminary, the hospital, the electricity generator, and even the wells in a community in northern Namibia, according to the Rev. John Wheeler, commissary to the diocese of Namibia, and back to Grahamstown, South Africa, subsequently been chased to all outsiders.

Mr Wheeler was making his fifth visit to Namibia as the guest of James Kanulima, the Anglican bishop. The two men travelled to the north through a series of army checkpoints passing convoys of 50 or so military vehicles and numerous huge army camps. Watchtowers are everywhere, and there are soldiers in every petrol station and shop.

The South African army, occupying Namibia in defiance of the United Nations, has up to 100,000 men in the territory including the South-West Africa Territorial Force.

The wrecked community which Mr Wheeler visited, is Odibo, where church sources report the recent arrest of about 70 people. They are all teachers or other leaders of their communities arrested with no charges, using the Internal Security Act, said Mr Wheeler. At least two have died in prison.

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NEWS IN BRIEF

US spy flights begin

THE US has started daily spy flights over northern Nicaragua to gather information on a planned offensive against Nicaraguan rebels, Honduran military officers and US sources said in Tegucigalpa yesterday.

The secret missions were initiated two weeks ago by low-flying, two-engine Beechcraft planes equipped with cameras and electronic reconnaissance devices. They take off from the air base at Palmarola, the centre of US intelligence operations, in Honduras.

The flights are designed to track Nicaraguan troop and arms movements in northern Nicaragua, where US intelligence officials believe a large-scale offensive is being mounted to drive right-wing rebels out of the country. — Reuters.

Craxi record

ITALY'S coalition government yesterday entered the record books as one of the longest ruling governments in the Republic's history, and the most lasting in nearly two decades. On the third day of its tenure since the end of the Second World War have lasted longer than the present coalition — led by the Prime Minister, Mr Bettino Craxi, which has lasted 600 days of rule on Monday. — AP.

Seoul delay

SOUTH KOREA yesterday announced a 24-hour delay in returning a Chinese torpedo boat due to rough seas off the southern port of Kusan. The decision to return the boat was an apology by Peking for the intrusion into Korean waters last Saturday of three Chinese warships looking for the 40-ton boat. — Reuters.

Stalin honoured

JOSEPH Stalin, who ruled the Soviet Union for three decades, is to be honoured by the city fathers of Almere in the Netherlands with a street in his name. Joseph Stalin Street will be located in a new housing development, where Winston Churchill Lane and Ronald Reagan Square are to be found. — AP.

Child marriages

THE INDIAN Government, which is campaigning against the ancient but illegal custom of child marriage, has begun printing warnings against the practice on this of food. Parliament was told yesterday. The warnings are being distributed to educate the public about the evils of child marriage. — Reuters.

Scots deported

A SCOT and her four children, stranded during a visit to the US more than three years ago, have been deported. The Legates, who plan to appeal against the decision, were stranded in Connecticut after Laker Airways went bankrupt and no other airline would honour their return tickets. — AP.

Border clash

VIETNAMESE troops have entered Thailand and ambushed a Thai patrol, killing one Thai soldier and wounding a border policeman, a senior official said in Bangkok yesterday. The Vietnamese fled back into Kampuchea after the brief clash on Friday. — AP.

Mengele reward

THE WASHINGTON Times yesterday announced a \$1-million reward for information leading to the conviction of the fugitive Nazi death camp doctor, Josef Mengele. Believed to be living in Paraguay, Mengele is sought for torturing camp inmates. — AP.

Fast over

THE Soviet wife of an imprisoned Jewish activist, Mr Yosef Begun, said in Moscow yesterday that she had ended a hunger strike after 22 days on her doctor's advice. Her son, Boris, will continue fasting to press authorities to release letters from his father. — AP.

Turtle airlift

THE CHARLES Darwin Foundation yesterday announced plans in Quito to airlift giant Galapagos turtles to safety from an island breeding area threatened by bush fires. Each turtle weighs 800 pounds. — Reuters.

Launch sinks

A BANGLADESHI motor launch, carrying 45 passengers, has sunk in rough weather in the Mechna river. A 12-year-old boy was missing and presumed dead in the third river accident in as many days. — AP.

Colony debate

CHINA'S National People's Congress plans to debate today the drafting of a "basic law" for Hong Kong. The law will provide a future constitutional framework for the colony. — AP.

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Indian alert for secret entry of Carlos the terrorist

Amritsar: A national alert has been issued to prevent the entry of the reputed terrorist Ilyich Ramirez Sanchez, known as the Jackal, after intelligence reports that Sikh extremists living abroad have hired him to assassinate Indian leaders.

The alert said that the Venezuelan, also known by his nickname, Carlos, can pass as an Indian, and that he may attempt to enter India on a false passport, since no one knows exactly what he looks like, the source said.

The official said that overseas Sikh businessmen were suspected of having given Carlos and his men a lot of money to carry out assassinations in India and train Sikh extremists in Punjab.

Government has accused Sikh militants living abroad of instigating and financing terrorism in Punjab, the home of India's 13-million Sikh minority. The Prime Minister, Mr Gandhi, recently told parliament that 26 Sikh extremist groups were operating in Western Europe and North America.

Some Sikh rebels abroad have threatened to kill Mr Gandhi in reprisal for the killing of more than 2,000 Sikhs



An official photo of the man believed to be Carlos

in riots sparked by the assassination of his mother, Mrs Gandhi, was shot by two Sikh security guards seeking to avenge the army's assault last June on the Golden Temple.

Carlos was born in Caracas to a wealthy communist lawyer. He has been linked with a number of international terrorist acts, including bombings that killed five people and wounded 41 in Marseille, the 1975 hijacking of an Air France airliner to Uganda, and the Vienna kidnapping of 11 Opec oil ministers in 1975.

A day-long protest called by an opposition party crippled activity yesterday in several towns in Punjab and Haryana state, authorities said.

The shutdown was in protest of the assassination of an opposition Hindu politician, Mr Krishan Lal Manchanda, by Sikh gunmen. Mr Manchanda was killed on Sunday at his residence in Chandigarh, the joint capital of Punjab and Haryana.

Analysts said that the killing was an attempt by Sikh extremists to sabotage government efforts to resolve the three-year crisis in Punjab. Mr Gandhi recently released eight imprisoned Sikh leaders, and appointed a new state governor, in a move to reach a settlement.

India has stepped up air and sea patrols by naval and coastguard forces in the Palk Strait, which separates the country from Sri Lanka, the Minister of Defence, Mr P. V. Narasimha Rao, said yesterday.

India has detained charges by Colombo that Tamil guerrillas fighting for independence in the north of the island have received training and weapons in southern India. — AP and Reuters.

Russians die in Kabul blasts

Islamabad: Several Russians were killed and wounded in a series of guerrilla bomb attacks in Kabul, Afghanistan's capital, western diplomats said yesterday. At least three of last week's bomb blasts occurred at shops frequented by Russians, they added.

Three Russians were killed and 25 other people injured on March 19 when a bomb exploded at a shop in the city's Mikroyan area where many Russian and Afghan officials live, the sources said. One of the dead was reported to be a

high-ranking officer. Four more Soviet men were killed or seriously wounded and three Soviet women injured when an explosion wrecked a store in Shabre Nau area last Saturday.

Afghan guerrilla sources said Commander Maulvi Habibullah of the Pakistani-based Hezbe Islami resistance group was killed last Saturday in a village south of Jalalabad, capital of Nangarhar province.

Western and Afghan guerrilla sources reported earlier that

month that Soviet troops had killed more than a dozen guerrilla commanders in the past six months in what seemed to be a drive to break the rebels' organisation and morale.

Indian troops have thwarted Pakistani attempts to take over positions on the Siachen glacier in Kashmir, the Defence Minister, Mr P. V. Narasimha Rao said yesterday. — Reuters.

السؤال الأول

C.C. Computers and Communications

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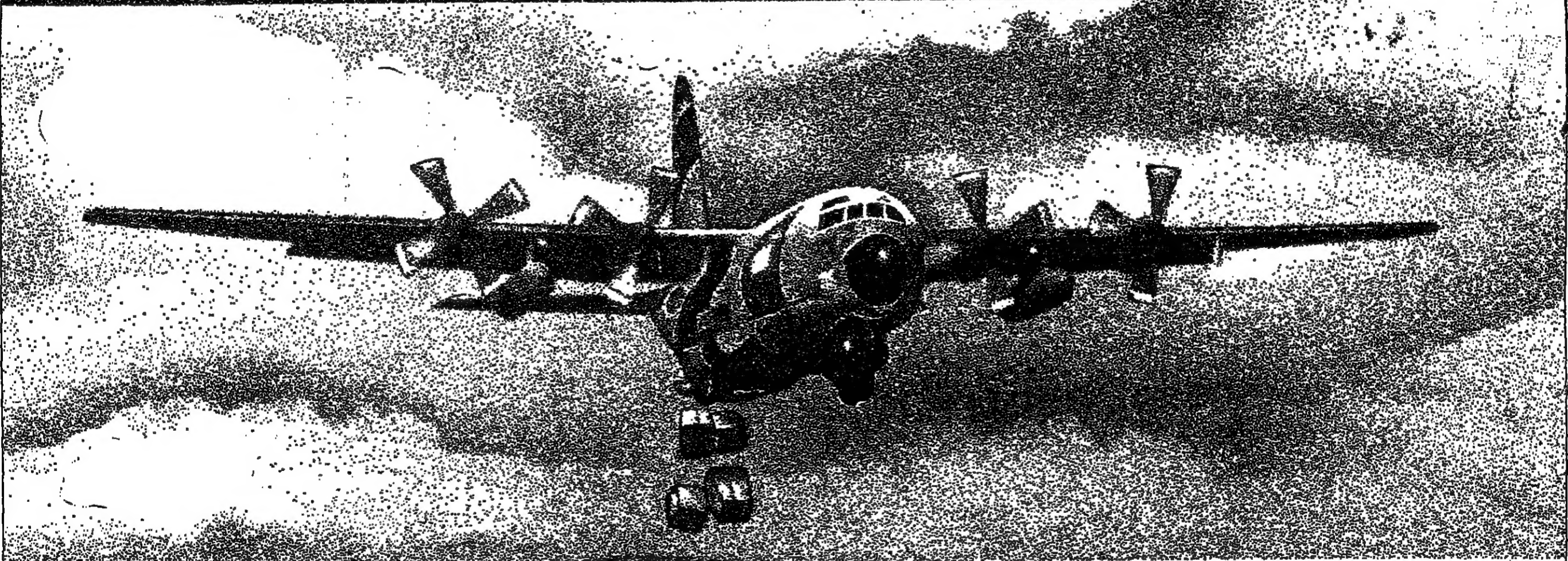
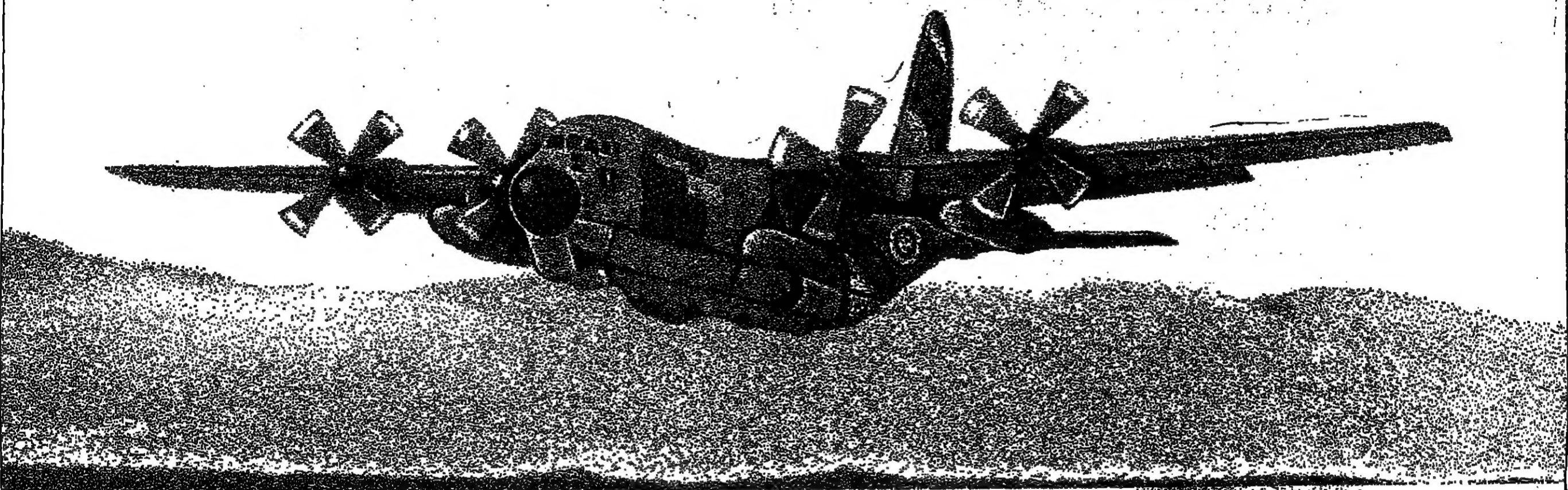
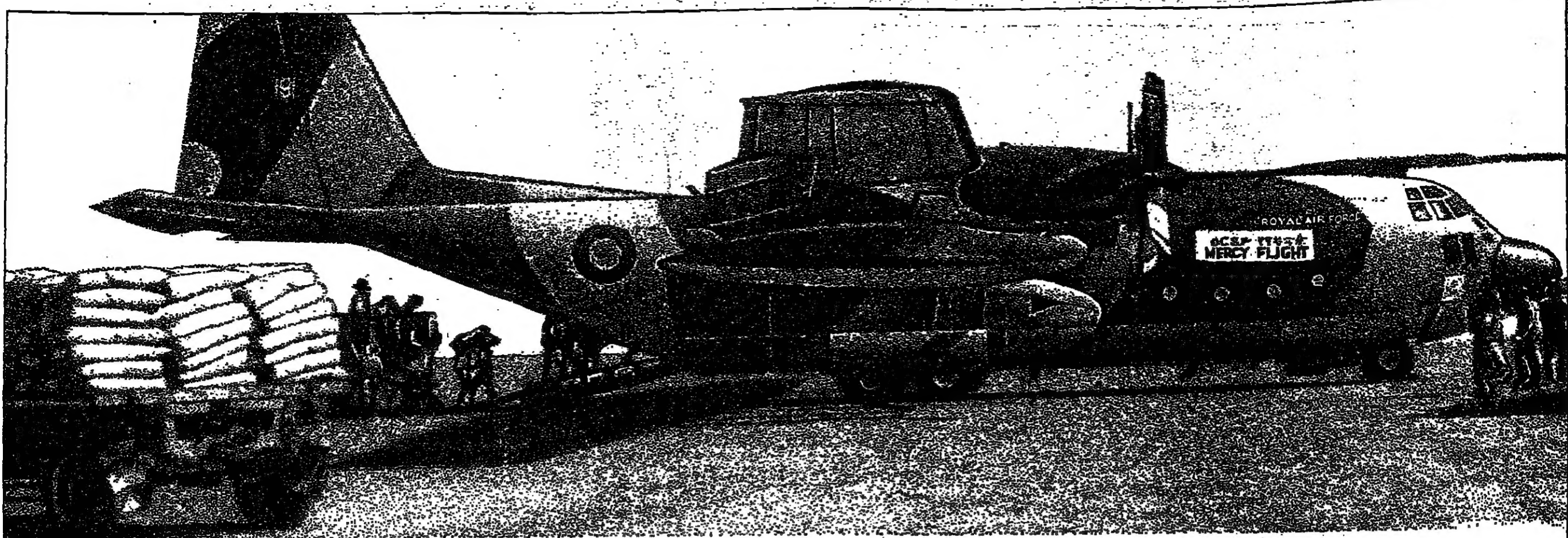
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Numerous RAF Officers have been involved in Operation Bushel, drawn from many different branches. But all share the

basic responsibility of every RAF Officer around the world, leading, managing and inspiring the trust of those they command.

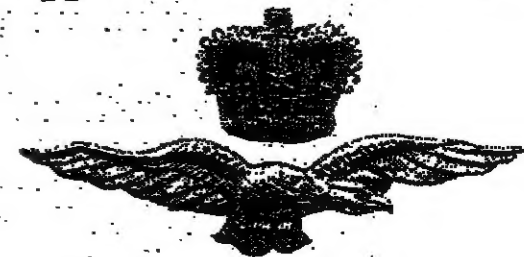
The logistic experts, organising and operating the supply chain are as vital as the Hercules' aircrew. So are the detachments of groundcrew, engineers and other support units. Together, they all form the majority of the British Military Detachment, Ethiopia.

Such operations present mammoth difficulties (ironically, in a country so cruelly hit by drought, many problems are caused by rain-affected runways).

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[illegible]

Sir Keith's parting prospectus

If the word on the political grapevine is right and Sir Keith Joseph is approaching the end of his Cabinet career, then yesterday's white paper, *Better Schools*, may be seen as the epitaph to his four years as Education Secretary. And a curiously restrained and low key message it conveys. What a contrast with the clarion phrases, the glitzy certainties and the uninterrupted vision of a new educational world which Sir Keith's less scrupulous colleagues have dangled from the bustings. Parent power? Never heard of it, says the white paper. Where once Sir Keith argued that parents should have a majority of school governing bodies, now a more balanced representation is proposed. Back to basics, with the emphasis on the "Three Rs"? A "mistaken belief," we now learn. Better discipline in the classroom? Only a minority problem. Education vouchers? The words do not suitly yesterday's new document.

These little retreats, compromises and omissions, some of them very important, add up to a document without a great central theme. Unless, of course, a policy can be held together merely by uncertainty, could do better is the tone, rather than anything on the epic scale. It is largely a restatement, with new emphases, not a major shift in policy. In that sense the white paper singularly lacks the ideological or political glamour of the Government's companion proposals for young people. It doesn't have thechutzpah of Mr Norman Fowler's withdrawal of benefit from school-leavers or the audacity of Lord Young's doubling of the Youth Training Scheme. Not that *Better Schools* is wholly without new ideas. There are the changes in governing bodies, which will be embodied in new legislation before the next election. These will significantly extend the role of parent governors and diminish the role of those appointed by the local authority. Then there is the new AS level exam for sixth-formers. This is an attempt (and no more than that) to broaden the curriculum so that higher education bound pupils (a growing proportion when jobs are hard to find) are less narrowly defined as either "arts" or "science." Whether it will

achieve this aim is another matter, of course. From here, the AS part of the sixth-form course looks awfully like a resentment inducing extra chore rather than a fresh intellectual prospect.

Such proposals don't take anyone very far towards what the white paper describes as the task of equipping young people for the world of the 21st century. Very few of today's schoolchildren will still be at school in the next century. But many of today's teachers will. And while *Better Schools* is full of plans for improving teaching quality, it also provides ample reminders of the Government's own responsibility for the climate of lowered morale into which any reforms will be launched. This is particularly true of hard cash. It may be all very desirable to weed out bad teachers. It may even be necessary, as the paper's currently most politically contentious paragraph says, to take new powers to enforce regular teacher assessment. But to say these things when your teachers are so mutinous over their pretty rotten pay is wrong in principle and naive in fact. Sir Keith has in many ways been a better Education Secretary than his predecessors. But that all counts for nothing if, like Sir Keith, you don't pay a decent rate to the people on whose enthusiasm you must rely to make the educational progress you want.

What kind of inquiry?

The Home Secretary is expected to announce to the Commons today the level and duration of the new television licence fee and the terms of a new inquiry into the financing of the BBC. As to the sum, he has presumably made up his mind: if it is in the £28-£30 range, it will be counted a decent decision, but only if he also guarantees a two-year term, the minimum to let the BBC make a proper stab at forward planning.

But that is this afternoon's business. This morning we would focus Mr Brittan's mind on the scope and purpose of the inquiry he will set up. He has three traditional options: the Fix; the Cop-Out; or the Honest Question. Which will he choose? By its terms shall we know him. The least likely, on this Government's record, is the Cop-Out, the long-term Royal Commission or similar gathering of the great and good which will take an age to summon and an eternity in report: the politics of the back-burner, and indeed not

the way to cope with broadcasting in the 1980s. Most probable, on the same recent record, is the Fix, the small handpicked group given the limited questions to produce the acceptable answers at the double. Mr Brittan knows more than most about that technique and its results, because it is how the Information Technology Advisory Panel came to hype cable television to the Prime Minister, and it is how his own department, then led by Lord Hunt, tried to back out a regulatory framework for the same half-baked notions. The Fix, it is a fair bet, will end in tears.

Mr Brittan must insist on going for the honest question. "The future financing of the BBC" will not fit the bill for, on its own, it begs the real question. Some of them are already sitting on his own desk. The ITV companies await a decision only a shade less important to them and Channel 4 than the licence fee is to the BBC, about the way the levy imposed on them by the Treasury will henceforth be computed. The Independent Local Radio companies, fully backed by the advertising industry, have this month prayed him to re-think the structure in which the commercial radio system must struggle for its profits as the Home Office gets its ideas on a whole new raft of community radio together. How can anyone form a view on the role or financing of BBC radio, networked or local, without considering that?

But this is mere fiddling in the foothills of the media mountain. Only last week, we pointed to the rapid concentration of capital and power across all the media, as exemplified by the empires of Murdoch, Maxwell, and Matthews. Within hours came the announcement of Rupert Murdoch's half-share of Twentieth Century Fox. Within the week came the declaration of United Newspapers that they want to buy out Lord Matthews' Fleet, newspapers, magazines, TV-am, and all, to join Punch and the newer US publishing charters. By the end of the year, ownership of Britain's media could be radically changed, and in every decision the mere existence of the BBC will play its part.

And ownership counts. Different structures produce different programmes, different newspapers. The Guardian is an example of that. So is Channel Four: it is too easy now for happy commercial lobbies to forget how radical was the struggle not just to have "TV-2" and so is the BBC. It is precisely in the context of these things that a Government and society committed to

The vote and the answers

There is to be no compulsory levy to support sacked miners. (That is the democratic result of the Mineworkers' ballot.) Meanwhile, members of the Civil and Public Services Association are to be allowed a secret strike ballot after all. (That is the decision of the lawyers.) Ballots are undoubtedly the flavour of the month. Mr Peter Carter, industrial organiser of the Communist Party, admitted as much in this month's issue of the party's theoretical journal, *Marxism Today*. He was analysing what went wrong with the miners' strike, from the point of view of the Left. The refusal to allow a ballot split the union and, he said, legitimised the refusal of other unions to provide "physical support" (strikes rather than money) to aid the miners. A similar interpretation can be read in recent Mori polls. On the one hand the polls registered a significant swing back to Labour amongst trade union members. On the other they showed a continuing 75 per cent in favour of ballots before strikes are called.

Now turn to the events of the past week. The National Union of Teachers unwillingly held a national ballot after overwhelming legal pressures from one authority (Solihull) required them to do so. Whereupon the teachers voted overwhelmingly, to support the dispute and to endorse the withdrawal of a "cover" as recommended by their union. On Friday, the Treasury threatened to seek a writ which would have forced the Civil and Public Services Association to ballot its members before calling a one-day strike on April 1. (A series of policy decisions by the union's governing bodies require the CPSA to ignore the Government's "anti-union" legislation whilst continuing to employ its own branch level consultative machinery.) When the ultimatum arrived the union was in the midst of its own exercise in consultation and a number of officers feared for the results. Privately the executive suspected that the rank and file were less keen on a fight to the finish than was the dominant, militant faction on the deeply divided execu-

utive. Now the executive has narrowly decided to obey "Rebbit's Law." None of which means that the CPSA will automatically reject the strike call which unites left and right on the national executive. Indeed, many officials argue that the state imposed ballot (designed to maximise the divisions within the unions) could, paradoxically unite the membership. All of which fits well with the experience of Ted Heath's Industrial Relations Act.

The only time the ballot provisions of that Act were used was in the course of a rail dispute in which the leadership looked distressingly vulnerable. Came the ballot and the "undemocratic" call for disruptive action was triumphantly endorsed. Beneath the surface, it is possible to make out a pattern. Union members want to be consulted before they are instructed to strike or forced to pay into compulsive fighting funds. But, if they feel they have a genuine grievance, they are quite prepared to endorse the decisions of their leaders. More so when those leaders are perceived to be under one sided legal pressures. The lesson for the Government and for prudent employers must be that unpopular strikes can, indeed, be undermined by legally imposed ballots. But, equally, democratic consultation is inclined to endorse campaigns in support of genuinely felt grievances.

Lines to a don or two

Remots and ineffectual don
Who dared attack rich Uncle Ron.
Who doubted Milton, mocked at Keith,
And fawned upon that traitor Heath —
Alliance fodder, I'll be bound,
And academically unsound —
I've got my own back now, you see
(I'd get my heart on that degree)
By getting folk to think you funny
For not creating lots of money.
Two hundred grand? Does that sound high
For making stinks at ICI?
And since this region of my realm
Is safely policed, and near Dunelm
Where Jenkins says his George God
Is cross when children go unshod,
He'd better listen: on the dole
They'll need that everlasting sole:
St Francis never made a fuss
And he was always One of Us.

LETTERS TO THE EDITOR

How our local democracies are being sucked into the whirlpool of Tory centralism

Sir, — You report (March 25) Mr Kenneth Baker's statement at Newcastle upon Tyne that "the link between rate demands and the ballot box is wearing thin": he then goes on to refer to accountability.

Jeremy Seabrook (Agenda March 25) identifies a direct relationship between the increase in robbery and other crimes on the one hand and the decay of political radicalism on the other.

Both in different ways are — though they do not say so — concerned with the concept of democracy which an increasing number of ordinary people feel is "on the blink" in this country. All of us need reminding that this literal meaning of democracy — "people" and "kratos" — power — and we should be asking ourselves whether the link between the two is becoming increasingly tenuous.

If the link between rate demands and the ballot box is wearing thin, what about the link between a government of any party and the ballot box at national elections when only 31 per cent of the electorate can produce a massive majority in Parliament? And on accountability, how can it be that quangos whose members are appointed under government patronage, are now responsible for administering a larger proportion of public funds than elected local authorities?

The problem about Jeremy Seabrook's political radicalism is that the further power moves away from the people with increasing centralism on all fronts, the fewer outlets there are for alternative views and the less chance of effectively influencing the course of affairs: hence the real danger of "overkill" in relation both to local government and the trade unions on present plans.

To quote from a letter written by George Washington on another subject: "It might be well to inquire how far the measure would meet general approval: if democracy is to survive in this country, there is a crying need for reversal of the process of centralism which has been going on for 20 years or more — increasingly in the last 5 years — and for



more attention to "general approbation." Nothing illustrates this better than the seemingly total disregard of the widely held view that this last Budget should have concentrated on positive measures to reduce the 4 million people eating their hearts out "on the dole." — Yours faithfully, J.B.P. Hughes, Brookside, Miford, Stafford.

Sir, — The massive police presence and the sight of a prime minister scurrying furtively through side doors must have raised many eyebrows on the day Maggie Thatcher visited Tyneside.

Have the people of Britain changed so much since 1979 that they must be held back like animals from seeing and cheering what should be the most popular person in Britain? Are we moving to an authoritarian police state where political will and not the people's interests are the order of the day?

In recent years political leaders of all persuasions have mingled freely and affectionately throughout the city of Newcastle upon Tyne: witness the love and warmth shown to Jimmy Carter. There is no evidence that Georges have become subhuman.

Mrs Thatcher has been trying to instil fear in the voters' hearts about erosion of freedom. Reds under the bed, Russian tanks, grim-faced Soviet leaders etc. How does she feel about being one of the least popular people in Britain? — Yours Faithfully, W. D. CAMPBELL, Winton, Tyne and Wear.

Sir, — The Local Government Bill has emerged unchanged from its guillotined Commons committee stage apart from a few minor drafting amendments. Many questions are left unanswered, many problems unsolved. The only major change now proposed is a completely unjustified retrospective power to control contracts of more than £15,000.

This legislation affecting the welfare of no less than 19 million people continues along a parliamentary course so circumscribed that it is surely an affront to the democratic process by which this government sets so much store. To cut short debate in this manner on the most controversial legislation of this parliament is inexcusable, particularly when more than 50 per cent of the 5,000 or so responses to the Government's original White Paper opposed its proposals.

We shall nonetheless renew our attempts to secure, through the parliamentary process, Government answers to questions of fundamental importance on costs, future standards of service, and the like. And we shall continue to press for what the metropolitan counties have called for from the start: a proper inquiry into all the issues so that a proper debate can take place. — Yours, M. Campbell, Tyne and Wear County Council; J.B. Clarke, Greater Manchester County Council; R.C. Coombes, Merseyside County Council; J. Gannell, West Yorkshire County Council; G. Morgan, West Midlands County Council; R. Thwaites, South Yorkshire County Council.

covered long ago, having a friend's ancient specimen at my disposal, that the scarlet, almost transparent "cherries" are so thin-skinned that their succulent pulp is readily available, and greedily consumed, even by soft-billed birds such as warblers and wrens. The 21-year-old specimen which I left in my last garden when I retired fruited abundantly in the following year: its offspring in my present garden just bore a few fruits last year, at about 15 years old, and I shall be lucky if I live to see it, in some distant July or August, swarming with appreciative warblers, wrens and thrushes. — W. D. CAMPBELL

The educational half-truths of Mary Warnock

Sir, — It saddens me that someone as intelligent and influential as Baroness Warnock should be making sweeping generalisations about teachers in her Dimbleby Lecture (Guardian, March 23).

As a retired headmaster I am well aware that much is wrong with too many teachers and too many schools. But how can Baroness Warnock talk about parents with such certainty? In my experience of primary schools, there is a far better relationship between parents and teachers than there was a generation ago when parents were kept out of schools and were rarely consulted. It is quite wrong to be so dismissive of parent-teacher cooperation, which, when working well, is of inestimable value to the school.

As for not "aping the social worker," this again is misleading oversimplification. Of course a teacher's job is to devote most energy to teaching but, particularly in primary schools, teachers can no longer make a distinction between their teaching role and their pastoral role. The reasons are complex.

In part it is because parents have a need to talk about problems affecting their children's education. The social services often do

not work at the individual parent level. And I long ago concluded that one cannot or should not separate the children's intellectual growth and school progress from their emotional stability and self-regard.

I am very suspicious of the talk of rewarding the more efficient teachers with extra money. Superficially the idea seems attractive. But the teaching profession should not be judged by business criteria as though the best teachers are the best salesmen. Does Baroness Warnock suggest doctors should be judged in this way? By all means give extra money to those teachers willing and able to give extra time, but let this not be a "fiddle" with so-called "posts of special responsibility." The most valued qualities in a teacher are not measurable in a precise way and may not be observable on an inspector's one visit.

Most of what is wrong in education today is due to society undervaluing teachers. Nowhere is this more true than in the attitude of the Government, which starves the education service of funds; makes apparent its contempt for teachers; and then complains when they go on strike. Of course teachers should

not have to go on strike. But the Government must pay teachers a professional wage. Will it put its money where its mouth is? I think not.

Baroness Warnock should abandon her obsession with the so-called political indoctrination and spend more time on her homework. A half-truth is a gross injustice to the thousands of dedicated teachers in all kinds of schools. — Yours faithfully, Denis Tye, Dover.

Sir, — Why all this fuss over indoctrination? Surely this is what education is and always has been about? Is not the point that some local education authorities and some teachers are practising the "wrong" forms of indoctrination? That is, the values they preach are not those of the present Government.

"Indoctrinate" the children in my charge with the values and beliefs of a multicultural society. But is this "right"? Swann would argue that it is: but many of the parents of children I teach are quite cheerfully opposed to these beliefs. Whose system of values do I preach?

I teach that it is usually a better idea to try to solve a problem by discussion and reasoning rather than by bullying tactics. And yet the Government, by countless examples, does not agree with this. I try to advocate a policy of care and concern for all members of society, where the strong should help the weak; but again present governmental policy seems to run counter to this.

As a professional, and teachers are professionals, the decision to teach these values is not arrived at lightly. I spend time reading inspectors' reports and professional journals in an attempt to gauge the climate of opinion in which I must teach and thus hope to arrive at a balanced judgment.

What I try not to do is to employ one set of beliefs simply because one pressure group says I should. If Baroness Warnock wishes the teaching profession to raise its standards, she should be attacking the one body which is trying to exert its values and beliefs above all others, and to force teachers to indoctrinate children with them. A balanced curriculum cannot be achieved if the Government does not allow the professionals to exercise their judgement. — Yours faithfully, Simon Milder, 83 Bankside Lane, Bacup, Lancashire.

Sir, — It was heartening to read David Chapp's article (March 23) on his friendly reception in Argentina, but I feel your phrase, "a tourist's welcome" is misleading. Unlike journalists, businessmen, pop groups and politicians, I am not a tourist. I am a teacher, and I am here to stay. I am not a tourist, and I am not a tourist's welcome. I am a teacher, and I am here to stay. I am not a tourist, and I am not a tourist's welcome. I am a teacher, and I am here to stay.

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Sir, — I have just received the National Coal Board staff department's 32-page glossy brochure, 1985 Graduate Opportunities, which informs me that the board's strategy on production is based on the 1974 Plan for Coal, and is "applying the basic principles of the Plan for Coal to create a high-volume, low-cost industry."

I am pleased that the department has ignored the board's recent folly, and is still recruiting graduates in line with the plan. No doubt when these graduates have reached positions of influence, they will be able to continue to operate the plan which is, after all — as the

1985 brochure puts it "already paying huge dividends." — Yours sincerely, (Dr) John Wrench, University of Warwick.

Sir, — To call the Bishop of Durham a cuckoo is a jibe worthy of the gutter tabloids. Is Mrs Thatcher's humour — or that of her speech-writers wearing as thin as her policies? Or is there something prophetic in this reference to a bird which is adept at removing sitting tenants from their nests? — Yours faithfully, (The Rev.) R. J. Penny, 49 Lockhart Rd, Eppingham, Suffolk.

Sir, — Your leader of March 20 about the Wick "nuclear device" test was uncharacteristically complacent. Whether the inhabitants of Caithness should "go to their knees in gratitude for the soggy climate which killed the idea" is not, I think, the point. The point is that the area was even considered by Ministry of Defence scientists.

Unfortunately for the Aborigines, their homeland was chosen, but we know full well in what scant regard white settlers have held their rights and welfare. I do not think Scots will feel "gratitude" that they escaped the same fate, and I doubt whether your leader would have led the same way had the area in question been Watford or Woking. — Yours, etc., Donald J. Stewart, MP, (Scot Nat, Western Isles), House of Commons.

A COUNTRY DIARY

OXFORDSHIRE: Almost all of the colour in the garden at the moment, with the exception of primrose varieties and that doubtful native, the snowdrop, is of foreign origin. Some of the subjects, such as crocus and tulip, are old and hybrid, and some are early risers, have been so long-established that they are regarded as typical cottage garden plants, whilst others, such as the now ubiquitous forsythia just coming into bloom, are comparative newcomers, dating from the opening up of trade with the Far East in the middle of the last century. But, for all the forsythia by some weeks the pride of place in my garden is

now occupied by another yellow-flowered shrub of far superior quality — the cornelian cherry (Cornus mas). It has always puzzled me that although this southern European dogwood was introduced to English gardens at least 400 years ago, it has never become a "must" as the more vulgar forsythia has become for both suburban and cottage gardens.

The early blooming of myriads of tiny yellow bunches of stars on bare twigs is not the only virtue of this shrub, for eventually, when the bush is becoming almost a tree after 20 years or so, fruiting becomes regular. Here I have to declare a personal interest, for I dis-

سكنا من الارض

THE AGONY aunt of a national newspaper recently received a letter from a distraught family about their dog. Finding him too large and boisterous, they had decided to find him another home. Telephone inquiries had led them to a local kennels which agreed, for a handling fee of £10, to re-house the pet.

Two days later, overcome with remorse, they decided to retrieve him. But the owner of the kennels claimed that he had gone to a new owner and that it would be quite wrong to disrupt him. When the family said they were surprised that such an ordinary mongrel had been adopted so quickly and asked the new owner's name, two thin-set men appeared and persuaded them to leave the premises.

Further inquiries among animal welfare organisations revealed that this particular kennels is notorious for its links with laboratories where scientific experiments are carried out on animals. But while the owner was seriously misrepresenting her activities, she was not infringing any current law on the trade in laboratory animals, for the law governing their treatment in research establishments is still the 1876 Cruelty to Animals Act, and the law nothing about monitoring supply routes from animal dealers to licensed laboratory premises.

Nor is this family's experience unique. In the year the law was passed, there were 270 experiments, performed by 23 licensees. In 1983, these figures had risen to 3,624,181 and 11,582. As Brian Cunniff of the National Anti-Vivisection Society points out, with 508 premises licensed to experiment on animals, the demand for them is brisk. The financial inducement to use stray dogs from unspecified sources is strong.

Next month, however, the Government will introduce an amended White Paper which will form the basis for new legislation to be introduced as soon as parliamentary time permits, and one of the many issues it will deal with is the source of laboratory animals. In the words of a Home Office spokesman, "The new law needs to make it impossible for the family pet to end up in a laboratory." In future, all animals used in research would have to come from registered breeding and supplying establishments.

Perhaps the most important feature of the new law will be the Animal Procedure Committee, whose function will be to advise the Home Secretary on the questions of procedure, trends in scientific work, development of alternatives to animal experiment and revisions in the law. It will be made up of both scientists who are licensed to carry out experiments and of members of animal welfare organisations, and it is particularly significant that 'live' Hollands, of the Scottish Society for the Prevention of Vivisection, has accepted an appointment to it.

The law governing the treatment of animals in research establishments is still the 1876 Cruelty to Animals Act. The Government is promising to strengthen protection for laboratory animals but Jane Poncia questions how effective a new law will be

The unacceptable face of research

In 1983, according to the official figures, 18,000 experiments on animals were concerned with testing cosmetics and toiletries; approximately one third of the total were non-medical, testing pollutants, herbicides and household products; 2,836,120 (though none involving surgery) were without anaesthesia. In that year, the 17 inspectors covering the whole country made 4,001 visits and found 35 infringements of the law, none of which resulted in prosecution.

The White Paper proposes

that the inspectorate should be strengthened and its powers extended to include the registered breeding and supplying establishments. Their personal knowledge of the licensees and their previous work will be taken into consideration by the Home Office when it grants project licences. Inspectors will continue to have the authority to order that an animal should be humanely killed if it is suffering pain following surgery. A named person will be appointed in each laboratory, who might be a senior

member of staff of a veterinary surgeon retained part-time; they would have day-to-day responsibility for the general welfare of the animals on the premises. The term "pain" has also been redefined, so that it covers not only the physical discomfort experienced during a scientific procedure, but also the suffering and distress caused by interference with the animal's well-being. This could cover the distress of animals imported from the wild, for instance, or held in restraining devices. As now,

every animal involved in a surgical procedure must be anaesthetised, and any animal suffering severe pain which is likely to endure must at once be painlessly killed. The introduction of a product licence is a significant step forward. This will force the applicant to explain to the Home Office the aims of and necessity for the project, how it will be conducted and the severity of the procedures for the animals involved. The Home Office's scrutiny will include decid-

ing whether the importance of the experiment justifies the suffering involved. This is not an approach that finds favour with animal welfare groups, which dislike the idea that an animal's pain should be so linked to the purpose of the research. Members of the animal rights groups are highly critical of what they know of the White Paper. They claim that the improvements are only minor, and that some procedures hitherto banned — like the use of animals in acquiring skills in micro-surgery —

would be permitted. They wonder whether the new provisions will really reduce the total number of experiments. But campaigners who have worked with the animal welfare movement for many years do consider that ground has been won. They point to the Government's willingness to support alternatives to using animals in research. Although they would have liked more than the £20,000 grant it made the Frame Fund for the Replacement of Animals in Medical Research, they feel it is only a matter of time before alternative methods replace the two most abhorred procedures, the Draize Eye Irritation Test and the LD50 Toxicity Test.

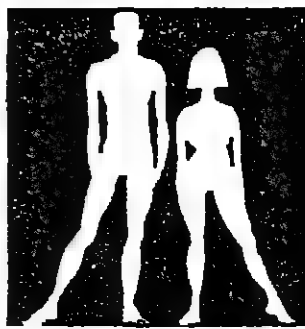
But scientists now carrying out research warn against undue optimism. Patrick Wall, professor of anatomy at University College, London, who is studying the problem of intractable pain, points out: "I need to examine the nervous system, in order to understand the flow of information within that structure, the jumping of nerve impulses from cell to cell. Frame is doing excellent work but their alternatives break down the animal's body into cells and molecules which is not helpful for my particular research."

Richard Ryder, chairman of the RSPCA animal experiment advisory committee, has ceased to experiment on animals of his work as a clinical psychologist. But he knows it is naive to rely too heavily on tissue culture. He feels, though, that scientists should be encouraged to experiment with microscopic dosages, which then could be measured by computer with great sensitivity. Under these circumstances, even human volunteers could be used, and the findings would be more accurate.

Dr Judith Hampson, the RSPCA's chief animal experimentation officer, while deploring the use of animals in trivial experiments, cannot foresee an end to their being used in serious research. "The best hope of alleviating animal suffering is by examining the whole subject to see what can be reduced and grasping at every possible alternative. If you think that only by banning all experiments do you solve the problem, then you delay the reforms and the animals now in our laboratories are the losers."

"We, the public, have to recognise that the vast majority of experiments are in the medical, dental and veterinary fields. So do we want our children to be protected against polio and diphtheria? Do we want sufferers from manic depression and schizophrenia to be helped by drugs to lead a more normal life? Do we want our agricultural animals to be protected against disease? Do we want domestic pets against distemper and cat flu? These are some of the hard questions we must face up to."

Jane Poncia is a member of the SDP Animal Protection Group.



BODY AND SOUL

The art of doing nothing

JUST BECAUSE you're paranoid doesn't mean that they aren't out to get you. This we know, but sometimes it gets hard to make these distinctions. My friend Jane is actually not paranoid at all. She doesn't have time to be paranoid, she's a mother of three, a life with total absorption in a fascinating field of medicine. It is a field, however, where certain minor social conditions of the patients make crucial. It needs a number of small aids, gadgets and services, which would often be quite cheap and easy to provide.

When I met Jane again lately after several years she began, like Scheherazade, to unfold many amazing tales. Struck by a recurring theme which she seemed to take entirely as a matter of course, I finally asked, "What do you think the administrators have in mind when they so positively resist providing these things? What is it a job like another to them? By what you say, it can't possibly be money. Providing the things would, if you're right, actually save money, because it would either replace the patients self-supporting or replace an existing system which costs more to run, or both. You're sure that that is actually true?"

"Cross my heart," she replied. "We always make that quite clear and they don't usually dispute it. Their technique is much simpler. They just don't answer letters, and when they are finally forced to, they say that they are going to do something and then don't do it. Or they create a diversion. Because the rest of us have other work to do, simply keeping on like this will finally, if they're lucky, make the idea go away."

Why, however, does that make them lucky? What are their aims? At this point, of course, the tradition of farce takes over. From Dickens's baronesses on, administrators who will go to any lengths to avoid criticism have been a prime public joke, and when something is too good a joke, it gets hard to take it seriously any longer. We all know sane and reasonable administrators, and with the official half of our minds we tend to be slightly ashamed of the baroness joke and think it can't be true.

But any time when we get into the web ourselves, along with Jane and her patients, we often find that our horror that it is perfectly true, certainly good administrators do often manage to cut through the web. What needs doing does indeed sometimes get done. But it tends to be quite a bit of a resistance effort. On top of the understandable resistance of real vested interests — people with something solid to lose — there is also usually a ground base of resistance, which is, on the face of things, entirely negative and pointless.

There must, we concluded, be a dismal sort of natural selection by which certain kinds of people got out of administration and others drifted in. Far after this discussion comes the fascinating story in the Observer of how Mr. Olive Ponting began his civil service career as a shrewd and vigorous new broom in a Government efficiency drive, only to be repeatedly and offensively frustrated by their inertia, backed by the frivolity of ministers.

Before too many other promising administrators start to leave the public service in droves, can we have a committee to set up, in each department where it may be needed, a branch of Depressives Anonymous? The impartiality required of public servants is quite possibly a demand which puts their whole mental balance at risk, one which cannot safely be met for more than a dozen years or so on end. Prolonged administration, in fact, can perhaps damage your health. Let us have a Commission to look into the matter.

Mary Midgley

One day it might be you that they won't have a bed for

SECOND OPINION

"WHAT would you like, nurse: chocolates or tights?" A patient was being transferred to another hospital. Her daughter wanted to give the nurses a token of appreciation for the care we had given her mother. No-one replied. It was almost embarrassing, for nurses are rarely asked what they would like. Even when I explained she didn't need to give me anything, and that it was just part of our job, she was still insistent. "Is there anything, anything at all, that you would like?"

This was too much for me. "Yes," I said, "I'd like you to write a letter to my MP or our administrators or the press — anyone. Just make it public. Object to the hospital 'cuts' to our casualty being closed and the imminent closure of the Ear, Nose and Throat Hospital in Golden

Square. I could have continued but she'd started laughing. "I'll get you all some tights then," she said.

Blatantly ignored

I wasn't aware I'd made a joke. I was angry. There is a lot for nurses to be angry about. We constitute the largest working group in the National Health Service, yet our interests, at all levels, from student to senior nurse, are being blatantly ignored by management. How many of the general managers recently introduced have been or will be recruited from nurses? Only one out of the hundred or so appointments to date.

My Health Authority (Bromsbury) has to make efficiency savings of £14 million by the end of this month. It has to save another £4 million by the end of this year and release another £14 million to the Regional Health Authority by 1993. To achieve these targets "they" are "rationalising services,"

making "efficiency savings" and "re-organising internally."

I've had access to some reports and to a Joint Staff Consultative Committee so I've heard and read the jargon. I've listened to managers speaking of ward A moving to ward B from which six of Consultant X's beds will move to ward C, then of course ward D will require a high dependency unit so it can receive nine beds from another hospital — building work necessary but the ward won't have to close. (It did close... for two and a half weeks.)

"They" are quite pleased with themselves having worked out the numbers, preparing reports and feasibility studies. I've been told the alternative to making these changes would be closing eleven wards.

Other hospitals have had to close wards: obvious cuts — obvious lack of funding. What is happening to us appears to be hidden cuts under the heading of internal re-organisation or transferring

services and to me it's all the more frightening for its very apparent obscurity.

What did I hear last month? I heard a midwife say that when our maternity department transfers over to University College Hospital, they have agreed to a further reduction in beds. It is the equivalent of our department being cut from 44 beds to six!

I heard that Tony, a third year student nurse, arrived at work towards the end of a 70-hour week of night-duty to discover his ward had been closed for building work (ward D remember?). Another student happened to be in the School of Nursing the following day speaking to a tutor about her concern for the rapid changes taking place within the hospital.

The tutor was sympathetic: a lot of changes were happening rather suddenly — in fact she'd just heard ward D was going to close temporarily with only a few days notice... The student informed her that it had — the day before.

I heard that the National Temperance Hospital is having all its wards transferred out to stand empty for years and St. Pancras Hospital has had two wards transferred as well. What has been lost or will be lost to accommodate these wards at the receiving hospital?

What did I hear this week?

I heard our casualty is to close. Its services are being transferred to University College Hospital. The department sees about 35,000 people a year and of those it admits about 15,000. It was all decided at the District Health Authority meeting on March 6. It was even stated that a high proportion of these 35,000 people are just "junkies," "dossers," and old people.

A dearth of GPs

It is true that we cover Piccadilly, hence the drug addicts, and something like 70 per cent of the hospital's geriatric admissions pass through casualty. But tell me:

just who or what acceptable section of society is the National Health Service supposed to cater for?

There was also criticism that local people tend to use casualty as a GP surgery. This is not surprising, due to the dearth of GPs in this area.

We are not tucked away in some hidden backwater. The Middlesex Hospital is 200 yards from Oxford Street. What happens if the UCLH casualty has to close? It did for the day a couple of months ago. Then all their patients were shipped down to us. That won't be possible in the not-so-distant future, because we won't exist. What of the day-time population of central London? What about emergencies? Regent's Park, Harrod's bombings? There will be no less London casualty to cope.

What do I hear every day?

Tales of discontent, of disillusion among all types of nurses staff. Tales of shortages and of people arriving at the hospital for a

long awaited admission, to wait most of the day on a balcony, only to find there are no beds for them.

What do I want; chocolates or tights?

I want people to be aware of just what is happening to their Health Service. And if it's not too much to ask to show some concern. There seems to be such complacency. How often have you heard "If you have an accident or are really seriously ill — well, of course you'll have wonderful treatment — best health system in the world?" How often have you said it? If you've never said it, say it soon. For the death knell tolls and if you don't move yourselves, one day it might be you that is refused admission because casualty can't find you a bed — that's if your casualty is open.

Angela Walsh

Angela Walsh is a student nurse and CHSE steward at Middlesex Hospital.

SKIN creams used by millions of acne sufferers to treat spots have been linked with cancer. Doctors and manufacturers have been alerted to the risks, but the creams are sold over the counter in chemists' shops and there are no warnings on the packaging. The Committee on Safety of Medicines has declined to launch an investigation on the grounds that no cases of cancer which might be attributable to the drug have been reported by doctors.

The chemical implicated in cancer is benzoyl peroxide. It is the active constituent of the most widely used acne creams. Brands include (Jesrail, Acetoxyl, Acnel, Benzoyl, Debroxide, Panoxyl, Quinoderm, Theraderm, and Vanair.

A series of published reports from scientists show that benzoyl peroxide promotes the growth of the worst of the skin cancers, melanoma. This killed 853 people in England and Wales in 1983. The incidence of skin pigment — cancer of melanocytes — is cells called melanocytes — is rising in the UK, North America, and Australia. Doctors from Queen's University, Belfast, reported in the Lancet last month that decreasing by melanoma were up to 9 per cent a year in up to 9 per cent a year in many countries.

It has been attributed to increasing exposure to ultra violet rays in sunlight, ultra violet light can initiate cancer. The latest data, pub-

lished in the British Journal of Cancer by Australian researchers at the University of Queensland, show that people who have suffered sunburns between two and five times more than double the risk of developing melanoma.

But at least two major steps are necessary for the growth of tumours: initiation and promotion. Scientists have found that while benzoyl peroxide does not initiate cancerous growth in skin cells, it does promote it. The research has been conducted on animals, and the manufacturers of benzoyl peroxide creams maintain that the results do not necessarily show that humans are at risk.

Nevertheless, doctors are warned in the authoritative reference pharmacological reference book Side Effects of Drugs, edited by Dr M. G. N. Dukes, that caution should be taken

because "co-carcinogenic effects cannot be excluded." Benzoyl peroxide, it points out, is a "known tumour promoter." It has been found to cause a marked and abnormal increase in the numbers of skin cells, and inhibits the chemical interchange of information between the cells.

A search of the international computerised database Medline has produced 24 reports from the US and France showing that benzoyl peroxide promotes cancer, specifically melanoma. Several studies found that it damaged the genetic material DNA. This damage "could underlie the phenomenon of tumour promotion," one team reported.

The report which triggered the warning to doctors in Side Effects of Drugs came from scientists at the Oak Ridge National Laboratory, Tennessee. Published in Science

magazine in 1981, it said: "A single topical application of benzoyl peroxide produced a marked epidermal hyperplasia and induced a large number of dark basal keratinocytes," effects similar to those produced by other known tumour promoters. The researchers, led by Dr T. J. Slaga, reported, "In view of these results caution should be recommended."

Benzoyl peroxide generates free oxygen radicals. The latest evidence on the effect on cells of increased concentrations of active oxygen and peroxides and radicals comes from Dr Peter Cerutti, head of the department of carcinogenesis at the Swiss Institute for Experimental Cancer Research in Lausanne. They affect genes that regulate cell differentiation and growth, he reported in Science earlier this year. Benzoic tumours are stimulated to more rapid

growth and malignancy. They cause genetic aberrations called sister chromatid exchanges. Drug firms produced an estimated 7 million lbs of benzoyl peroxide last year. The bulk of it is used in the production of plastics. Some is used as an additive in cosmetics. Much of it goes into acne creams. Acne sufferers in the UK bought £17 million worth of these creams last year in the UK — £15 millions went on over-the-counter products from chemists' shops. The patients did not see their doctors.

Last summer, a biochemist and cancer specialist, Dr Robert Jones, wrote to benzoyl peroxide manufacturers and the Committee on Safety of Medicines, referring them to the published findings and asking what they proposed to do about the cancer risks.

Dr Victor Daniels, the medical director of one leading

manufacturer, Kirby-Warwick, replied: "We have no records of any link between the topical use of Acnel (their brand name) and the development of skin cancer."

Dr Jones points out that few British GPs report adverse reactions to drugs and few are likely to see patients suffering from melanoma. Even those who do are unlikely to ask if their patients have ever used acne creams, and fewer still are likely to make a connection between the two. In those circumstances, it would be hardly surprising that if cases had occurred, they would not have been reported to the drug firms.

Dr Jones wrote to the CSM, after the committee rejected his request for an investigation: "I am sure that any doctor would dismiss instantly any connection between the use of benzoyl peroxide and the subsequent development of skin cancer in the highly unlikely event of a detailed correspondence with individuals who are unhappy about particular licensed products."

After a lengthy correspondence, the medical assessor to the CSM, Dr Gerald Jones, wrote to him: "We are aware of the literature on tumour promotion and initiation and in the case of benzoyl peroxide we see no reason to alter the licensing position of the relevant products."

peroxide might promote the growth of melanoma once tumours have been initiated, possibly by an over-the-counter sun. Robert Jones published a detailed account of his assessment of the link between benzoyl peroxide and cancer in Human Toxicology last month.

The CSM set up after the thalidomide tragedy to protect us against dangerous drugs, seems unconcerned. Gerald Jones finally wrote to Robert Jones: "We do not have the resources to conduct a detailed correspondence with individuals who are unhappy about particular licensed products."

Gerald Jones may not know it, but he owes his job to that "unhappy individual." It was Robert Jones's expertise as a biochemist that led to the exposure of thalidomide.

One day Annie hadn't had a moment's illness in her life...

GLC

Working for London

Equal Opportunities Officers

These senior research and development officers are responsible for developing and implementing policy in their specialist areas of work in liaison with other sections of the Personnel Department, for developing access facilities for the groups covered by the Council's Equal Opportunities Policy; for advising departments on the implementation of the policy, including setting and implementing equality targets and for case work.

The post holders will also be members of the Co-ordinating Team which is a resource to the Equal Opportunity Group Manager.

A background of implementing equal opportunities policies for employment within a large organisation is needed, with proven capability in leading and developing project work to meet deadlines and targets. Good communication skills, particularly in the area of report writing and presentation, are prerequisite.

Appointments focus on the following specialist areas: Career Development & Counselling. This post makes a leading contribution to developing "career paths" for women, ethnic minorities, people with disabilities and gay men through career development and counselling facilities. Work is undertaken in conjunction with Staff Development Division.

Experience of careers and individual counselling and the employment needs of ethnic minorities and women is needed. Positive Action & Training. To review current future training provision and devise specific courses to provide access to areas of employment within the GLC where women and ethnic minorities are severely under-represented. Work is undertaken in liaison with the Central Training Division and Departmental Training Officers.

Experience of training and educational opportunities and the capacity to initiate and implement projects are essential. Positive Action & Recruitment Policy. Work undertaken by the GLC is broadly the same as that of the Equal Opportunities Officer for Positive Action and Training, with the focus, in this instance, on recruitment issues. Work is undertaken in conjunction with Central Recruitment.

Again, experience of training and educational opportunities and the capacity to initiate and implement projects are essential.

Salaries: £14,781 - £16,545 inclusive.

Develop and run training courses in support of equal opportunities

Part of the Council's positive approach to equal opportunities is to ensure that GLC staff, particularly those from disadvantaged groups, get the training opportunities they need to make the most of their potential. These posts all play key parts in specific aspects of this work.

Sessional Trainers

We wish to recruit experienced trainers who understand institutionalised discriminatory practices and procedures and are committed to working for their eradication in each of these areas:

Women's Training - developing and working on a wide range of short training courses for women employees, including specific training, interviewing and management skills and career development. Ref: 5696.

Black Ethnic Minorities Training - providing specialist advice and proposals on the development, running, monitoring and evaluation of positive action training initiatives for ethnic minority staff and personally tutoring some courses. Ref: 5694.

Management Training - to work with tutors on the development and delivery of a range of courses for managers, dealing with non-discriminatory selection and management practice, and co-tutoring Managing for Equality and Selection Interviewing courses. Ref: 5695.

Experience of direct training in a large public sector organisation or equivalent and familiarity with the implementation of equal opportunities policy initiatives are essential requirements in each case.

Salaries: £13.19 per hour inclusive. (Working arrangement negotiable).

Help women, ethnic minorities, people with disabilities, lesbians and gay men to make the most of their '2nd Chance' Training Scheme

This scheme offers a selection of one-year training courses on full-time for women and men over 18 who have not previously had a chance to qualify for places on GLC training schemes.

We are now looking for suitable experienced staff to help make the scheme a success for as many people as possible.

Part-Time Trainer

Introduction to New Technology

This post involves running training sessions for 12 trainees on placement within our Central Computer Service - setting goals, assessing progress and covering topics such as work negotiating skills, job applications, equal opportunities and career development.

An interest in new technology should be combined with a commitment to meeting the training needs of women, ethnic minorities, people with disabilities, lesbians and gay men, and an understanding of the discriminatory practices which operate against them in education.

Salaries: £13.19 per hour. Ref: 5693. (About 5 hours per week negotiable).

Temporary Outreach Workers to promote the scheme

There are 2 opportunities for people to join us for 4 to 5 weeks - one to encourage applications from people with disabilities, one to encourage black and white women to apply for technician courses. Each involves going out into the community and liaising with potential applicants and concerned agencies and groups to provide information and increase awareness of the training opportunities available.

You will need to be familiar with the problems faced by these groups in gaining employment and training, be capable of working on your own initiative and have an understanding of the role of positive action in support of equal opportunities. Interviews for this post to be held on 17th April.

Salaries: £10 per hour. Ref: 5692. (Hours negotiable). For an application form, to be returned by 12th April 1985, write to: GLC Training Department, Room 203, The County Hall, St. 177B or telephone 01-633 5728 6650.

Industry & Employment Branch leads the Council's initiatives aimed at representing the London economy and saving and creating jobs. These opportunities are within the specialist units responsible for its day-to-day operations.

Disability Adviser

Employment & Welfare Unit

Direct personal experience of disability is essential for this post, responsible for ensuring the Branch's employment initiatives take full account of the needs of people with disabilities. This will involve providing advice, carrying out research and liaising with Council departments, the Greater London Enterprise Board and outside organisations. The post calls for a knowledge and understanding of the problems and employment needs of people with disabilities combined with experience of examining policy issues and the ability to produce high quality written work.

Salary: £14,781 - £16,545 inclusive. Ref: 5762.

Equal Opportunities Advisers

Contracts Compliance Equal Opportunities Unit

To extend the reach of the Unit's work of reviewing and monitoring the employment practices of the Council's suppliers and contractors to ensure equality of opportunity for disadvantaged groups.

Advisers are now needed to deal with compliance issues in each of the following areas:

Pay & Conditions/Home-workers - to assess and monitor compliance with the Council's equal opportunities and pay conditions requirements. Involves negotiation with employers of home-workers. Knowledge of "fair wages" and "homeworking" issues required. Ref: 5765.

Disability - to assess and monitor compliance with the Council's equal opportunities requirements, and, in particular, working closely with trade unions and disabled persons' organisations to develop work on equal opportunities in relation to disability. In particular this call for proven negotiating skills. Ref: 5766.

Both posts call for experience of developing equal opportunities policies and practices in a relevant field and a knowledge of appropriate legislation.

Salaries: £13,065 - £14,781 inclusive.

Training Advisers

Greater London Training Board Support Unit

These posts are responsible for the appraisal, development and monitoring of training projects for grant assistance in relation to areas such as quality of training, anti-racist practices and provision for people with disabilities.

A practical understanding of training issues in London, gained through experience with community groups or training organisations such as those meeting the needs of people with disabilities, black or ethnic minority communities or women, is required. In addition you should have effective communication skills and a commitment to the Council's employment and training policy initiatives.

Salary: £13,065 - £14,781 inclusive. Ref: 5763.

Project Development Officer

Ethnic Minorities Unit

The Unit plays a central role in implementing the Council's equal opportunities policies and in combating racist practices generally.

This post focuses on development initiatives in the industry and employment area and involves both assessing projects in terms of ideas, implementation and funding and also quantifying resource requirements. Work is undertaken in liaison with voluntary and statutory bodies and - in a technical advisory capacity - with management. Involvement in reports and organising conferences, seminars and meetings are key activities.

A thorough understanding of ethnic minority needs and community networks in the industry & employment field is called for, together with a knowledge of grant and procedures and an awareness of public sector initiatives to assist businesses and co-operatives. This should be backed by initiative and good communication and organising skills.

Salary: £13,065 - £14,781 inclusive. Ref: 5745.

Administrative Assistants

Industry Unit

To assist a team responsible for the development of sector strategies for London's industry. Duties include the provision of general administrative support to the team, arranging and organising meetings, assisting in drafting reports and undertaking background research.

This calls for a flexible approach, experience of staff supervision and good communication organisational skills.

Salary: £9,255 - £11,325 inclusive. Ref: 5761.

Popular Planning Unit

To provide administrative assistance to the Head of Unit Assistant Chief Economic Adviser, organising and co-ordinating the documentation of the GLC's economic strategy in practice, arranging workshops and ensuring a sufficient flow of information. Applicants should have good organisational and communication skills with all-round sectoral skills.

Salary: £9,255 - £11,325 inclusive. Ref: 5760.

Greater London Training Board Support Unit

To maintain records, monitor the progress of grant applications, deal with enquiries and provide general information.

Administrative experience is essential, together with the ability to motivate supervise staff and take the initiative in devising and improving information and office systems.

Salary: £6,927 - £9,255 inclusive. Ref: 5764.

For an application form, to be returned by 12th April 1985, write to: GLC Training Department, Room 203, The County Hall, St. 177B or telephone 01-633 5728. Please quote appropriate reference.

The GLC is an equal opportunities employer. We invite applications from women and men from all sections of the community, irrespective of their ethnic origin, colour, sexual orientation or disability, who have the necessary attributes to do the job.

These posts are suitable for job sharing.

Overseas Director

Within twelve years ACTIONAID has become a major international charity. 1984 saw income rise to £9 million. Development programmes encompassing agriculture, education, health and income generation are established in six African and three Asian countries.

A full-time OVERSEAS DIRECTOR is now to be appointed, reporting to the Board of ACTIONAID UK, and responsible through Field Directors for the oversight, planning and co-ordination of our overseas development activities present and future.

The job demands commitment, leadership and man-management over widely dispersed areas of responsibility allied to skill in working with governments and inter-governmental bodies.

* Experience of overseas development programmes, together with a sensitivity and understanding of the issues involved is of utmost importance.

* The job will be based in London and involve frequent travel abroad. Salary and benefits will match the responsibilities of this senior management position.

Please send personal details in confidence to:

T. O. C. Cochrane,
Charity Appointments,
148 Queen Victoria Street,
London EC4V 4HN.

Charity
Appointments

CASPE
RESEARCHBrighton
Health
AuthorityRESEARCH CO-ORDINATOR
(Clinical Budgeting/Quality Assurance)

Salary: £13,413 - £16,653 inclusive of London Weighting.

In conjunction with Brighton Health Authority and Touche Ross and Co., management consultants, CASPE Research is undertaking a project to introduce clinical budgeting linked to the provision of a quality assurance programme. This should enable discussions to take place between management and clinicians about the most effective pattern of care that can be provided within limited resources. The research will affect all Units of management within the Authority which has a revenue budget in excess of £50 million p.a. The person appointed will join a small research team working from an office in Bayswater, although for much of the time he/she will be based in Brighton. Travelling expenses will be paid between the two sites.

Applicants will probably be graduates with relevant Health Service experience in administration, planning or finance and have some knowledge of the use of computers in information systems.

To discuss this post further please contact Mr. D. Bowden on 0273 906195 or Dr. Ian Widdows on 01-229 8738.

Application forms are available from CASPE Research, 14 Palace Court, London W2 4HS. Telephone: 01-229 8738.

Closing date: 19th April, 1985.

LEICESTER FEDERATION
OF HOUSING SOCIETIES
- LTD -
requires a
REGISTERED
ARCHITECT

Leicester Federation of Housing Societies is a secondary co-operative interested in carrying out a major programme of co-operation with 400 residential units in management, and a development programme for 50 units per year.

This is a newly created post. Applicants should have extensive residential experience, previous work with housing co-operatives / associations would be an advantage. Salary according to experience, a maximum starting salary of £23,000 per annum.

Applicants, in writing, including references, should send to the Secretary, Leicester Federation of Housing Societies Ltd, 100 Victoria Road, Leicester LE1 6JH.

Closing date: 27.4.85.

THE BRITISH INSTITUTE
FOR DISABLED
CHILDREN

seeks additional
FULL-TIME STAFF

Specifications: men or women, aged 22-35, with a degree or qualification in physiotherapy / remedial gymnastics / physical education or related field. Training is provided and candidates must be able to work with children and young people.

If you wish to join a dedicated team which has helped thousands of disabled children, please write to the Director, BRIC, Knowle Hall, Wokingham, Berkshire, RG40 3PL.

WECYS LTD
wish to appoint a
PERIPATETIC
HOSTEL WORKER

with skills to work as a member of staff, on a temporary basis, in six hostels for young single homeless people.

Hostel or other relevant experience required. Starting salary £2,577 p.a. inclusive. Funded for two years.

Details and application forms from Cynthia Powell, Tel: 01-633 0556. Closing date: 12th April 1985.

PROJECT
MANAGER
£8,700

Resource Saver Ltd is a community programme which employs approximately 100 people and is concerned with the collection of waste materials for recycling. The company is now seeking a Project Manager to take over the day-to-day running of the project, based at Waverley, Shropshire, Shropshire, Shropshire, Shropshire.

Applicants must have MSc degree, 12 months unemployment or over 25, 6 months if under 25, and be a member of the Institution of Management Engineers (IME).

Contact: Janet Hammond, Area People of the South, St. 177B, London, E1 6JH.

ROEHAMPTON AND
PUTNEY LAW CENTRE
REQUIRE A
SOLICITOR

with min 3 years' post-graduate experience for job share 17½ hours by arrangement. Housing experience preferred. The Law Centre is based in the GLC.

Applicants are invited to send their CVs to: Roehampton & Putney Law Centre, 100 Putney Lane, London SW15 2NU.

Closing Date: 12th April 1985.

BRISTOL, HAVE CRISIS LINE
requires a full-time
CO-ORDINATOR
CRISIS WORKER

Salary £8,225 p.a.

Have Crisis Line is a charity which provides a 24-hour crisis line for people in crisis. The charity is now seeking a full-time coordinator to manage the day-to-day running of the line.

Applicants should have a degree or equivalent experience in social work or a related field. Salary is £8,225 p.a.

For further details contact: Have Crisis Line, 100 Putney Lane, London SW15 2NU.

Closing Date: 12th April 1985.

BATHAY HALL TRUST
Centre for Youth Learning
TRAINING ADVISER

Do you relate to young people? Can you help others to do so? If you answer YES and are interested in working with us please reply in writing to:

Derrick Spragg, Director,
Bathay Hall Trust,
Ambleside,
Cumbria, LA22 0HP.

CO-ORDINATOR FOR BLISS-LINK
SUPPORT FOR PARENTS OF THE SICK NEW-BORN

BLISS - Baby Life Support Systems, the National Charity for the sick new-born, wishes to extend its work to establish BLISS - LINK. We have created a part-time post to foster, develop and manage self-help groups offering emotional and practical support to parents of babies in intensive care and those with babies recently discharged from hospital.

Applicants from a number of disciplines, e.g. psychology / nursing / social work will be considered. We need a person who enjoys a challenge and can help groups in a sensitive and productive way. Experience (personal or professional) of the sick new-born would be a great advantage.

The job is based in London, some travelling is expected. It is funded (partly by the DHSS) for one year initially.

20 hours per week. Salary £4,500.

Please write, with C.V., to: The Chairman, (C/O) BLISS, 44-45 Museum Street, London WC1. Closing date: 10th April, 1985.

PLANNING AID FOR
LONDONERS

Two positions £10,734 full-time and £5,377 (pro rata) part-time.

Following GLC renewal of funding for 1985-86, additional staff are required to expand and promote the Planning Aid for Londoners.

Candidates for the full-time post should be MPPH with a sound knowledge of planning law and procedures and with an interest in Local Plans. For the part-time post, candidates should be qualified planners but need not be chartered. Successful applicants will be self-motivated and will communicate effectively and will have a commitment to planning aid.

For further information and an application form, Tel 01-686 7277 (24-hr answer) or write to: PAF, 28 Portland Place, London W1N 4BE. Closing date: 18th April, 1985.

PAFL is an equal opportunities employer. Job sharing will be welcomed.

DEPUTE
DIRECTOR OF FINANCE
£19,722 - £21,234

The capital city of Scotland, established centre of finance and commerce, is seeking a Deputy Director of Finance. The District Council is committed to a progressive policy of improving services and creating jobs.

Deputy to the Director of Finance, the postholder will be involved in the financial planning process and administration of the financial affairs of the Council in addition to assisting in the management and co-ordination of the activities of the Department.

The postholder requires an understanding of the problems of local authority finance in the light of the current economic situation and also the ability to ensure the translation of the financial aspects of the Council's policy objectives into achievements.

The successful candidate should preferably be a qualified accountant with extensive relevant managerial experience gained at a high level preferably in the public sector.

Application forms and further details are available from the Director of Personnel and Management Services, City Chambers, 249 High Street, Edinburgh EH1 1PL. Telephone 031-225 2424, Ext. 6419 or 6426. Closing date 22nd April 1985.

Edinburgh District Council is an equal opportunities employer. Applications are invited from women and men, from all sections of the community, irrespective of ethnic origin, disability or sexual orientation, who have the necessary attributes for the post.

City of Edinburgh

General Manager
of Building Works

£20,742-£22,794 p.a.

The current holder of this Chief Officer post has accepted a major post in a larger Metropolitan Authority and, as a result, applications are invited for this most important position.

THE ORGANISATION: The Housing Services Directorate is responsible for the management of some 40,000 public sector properties for a major programme of private sector urban renewal and for the management of a Building Works Division with a staff of 150 and a directly employed labour force of 530. These functions are highly integrated and are available through a unique network of Neighbourhood Offices covering the Borough of Walsall.

The Building Works Division was created in 1991 to meet the competitive requirements of the law whilst providing an effective repair service to the tenants of Walsall. In the event the Division has proven to be highly profitable and efficient, a top class Manager is now sought to sustain and extend this successful enterprise and to improve yet further the quality of its services.

THE PERSON: We are seeking a Chartered Builder or Quantity Surveyor (MCIOB or RICS) with qualities directly relevant to the task of managing this complex organisation, specifically we are looking for experience in: managing directly employed, unskilled labour; housing building/maintenance; construction management; controlling and controlling capital programmes in the public sector.

The successful applicant will have to demonstrate financial acumen relevant to a local Government competitive environment. Application forms and details from Personnel Dept. P.M.S.U., Civic Centre, Walsall WS1 1TP. Tel: Walsall 2124, ext. 390. Closing date: 18.4.85.

an equal opportunity employer

Walsall
METROPOLITAN MURDER

City
Planning Officer
£18,486 - £20,334

The City Planning Officer, Desmond Elliott, is to retire in July and in seeking his successor, the Council requires an enthusiastic, experienced and professionally qualified person to fill this demanding Chief Officer post.

The City Planning Officer will manage a multi-discipline department of some fifty people and will be responsible for providing a full planning service to the Council and for advising the Planning Committee and its sub-committees and working with local planning, conservation, development control, landscape, traffic planning and management, and the continued development of 240 hectares at the new Bowthorpe village.

Norwich has a very large number of valuable historic buildings. It is the major centre in Norfolk for population and for commercial and industrial activity. These factors, together with the Council's progressive outlook on the future development of the City combine to make this a challenging post.

A relocation package and temporary housing accommodation is available in approved cases.

Application forms and job description are available from Ken Coddling, Personnel Department, City Hall, Norwich. Tel: (0693) 622233 Ext. 226. In addition, interested applicants may wish to contact the Chief Executive Officer (Ext. 492) for an informal chat.

Completed applications must be returned by 17th April 1985.

Norwich is an equal opportunity Employer

CITY OF
NORWICH

DEPARTMENT OF ADMINISTRATION

Personnel Officer

Salary £18,246 - £20,064

This is a key post in the busy Personnel and Management Services Division of the Chief Executive's Department. The successful applicant will be responsible to the Personnel & Management Services Officer for the management of the total personnel function and additionally will be required to assist in the planning and implementation of O & M and Work Study assignments.

Applicants should possess an appropriate qualification and have a wide experience at senior level of the personnel and management services functions.

Application forms from the Chief Executive (Personnel), S.E.C., County Hall, Barnsley S70 2TN. Tel: Barnsley 28411 Ext. 665/266. Please quote post ref. A67. Closing date 16.4.85.

South Yorkshire
County Council

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Central Training Officer

Salary £14,427-£15,459 Ref CE370

We urgently require an experienced Manager to head up our team of twelve Training Officers who provide a comprehensive training resource throughout the Council.

This demanding post calls for the ability to effectively and purposefully manage and develop this large section and control its extensive training budgets.

You will be responsible for motivating the team, both individually and collectively, to provide training activities in a number of significant areas including Equal Opportunities, Management, New Technology, Health and Safety, opportunities for young people and meet all training needs of departments throughout the Council.

The ideal candidate will have a personal training background, although success in managing/developing individuals into a cohesive group, appraising staff, and managing financial resources is more important than specific experience as a Trainer.

This outstanding opportunity will appeal to someone who works effectively under pressure, has drive and a sense of purpose and who can achieve results under the minimum of supervision.

Training Officer (INFORMATION TECHNOLOGY)

Salary £11,817-£12,663 Ref CE372(5)

This post is part of the Central Training Section which provides a training resource within the Council and to its 7,500 employees.

Applicants should be familiar with office-based information technology, ideally in the context of local government. Developing and arranging training activities which promote an awareness of new technology and which help users to identify appropriate applications will be an important part of the job.

The ability to apply training solutions to the problems individuals face when confronted by information technology in their day-to-day work will be necessary. In addition, applicants should have the ability to produce in-house training manuals as new technology systems are introduced.

Applicants should have had relevant training experience within a large diverse organisation. They will also need to demonstrate a full range of training skills, especially an ability to relate training to wider organisational issues. An appropriate training/personnel or information technology related qualification will be an advantage although relevant experience will also be looked for.

Applicants should be able to demonstrate a sensitive approach to the introduction of new technology since many staff still have genuine concerns about the impact of new technology on their jobs and careers.

For an informal discussion on either of these posts contact Richard Dore, Deputy Chief Personnel Officer, on 01-852 9121 ext 303. Alternatively if you wish to speak to a member of staff in the training section about the Information Technology post ask for ext 248.

The Council operates a flexible working hours scheme. Applications from job sharers welcomed.

Application form, returnable by 28th April 1985 and detailed job description from the Chief Personnel Officer, Riverdale Offices, 88 Molesworth Street, London SE13 7EU or telephone 01-318 9297, (24 hour answering service) quoting appropriate reference and the job title.

LONDON BOROUGH OF LEWISHAM

Our jobs are open equally to all races and both sexes.

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DIRECTOR OF FUND RAISING

This is one of our top managerial positions, reporting directly to the Director General.

Save the Children is a leading international children's organisation helping more than 5 million children in 50 countries, including the UK.

The diversity and scope of the fund raising activities, the mixture of volunteers and paid staff, calls for managerial leadership, marketing skills, imagination and sensitivity.

Job satisfaction will be considerable. You'll be able to make an impact on problems that affect children and their families in the 1980's and 1990's.

An excellent opportunity for a top flight manager with experience in marketing and public relations, which offers worthwhile remuneration.

Applicants are invited to write for further details to David Green, Director of Personnel, Save the Children, Mary Datchelor House, 17 Grove Lane, Camberwell, London SE5 8RD.

Closing date for applications is 22nd April 1985.

Save the Children

THE ROYAL LEICESTERSHIRE RUTLAND AND WYCLIFFE SOCIETY FOR THE BLIND

NEW WYCLIFFE HOME FOR THE BLIND

DEPUTY OFFICER-IN-CHARGE

This modern built Category A Home for 52 elderly blind and visually handicapped residents is situated in a suburb of Leicester to the North of the City Centre. The community is a mixture of past and present housing and more modern private and council dwellings.

The Society is seeking a Deputy Officer-in-Charge who should hold a nursing or social work qualification.

Candidates should be experienced in the care of elderly people, have a sense of commitment and be willing to act as a member of a team if you feel that you can encourage residents to maintain their independence, dignity and freedom of choice we shall be pleased to hear from you.

The Deputy Officer-in-Charge will not be a resident but there is a three-bedroomed semi-detached house close to the Home which will be available for use if required.

The conditions of the National Joint Council for Local Authorities apply with a salary within Grades 5/6 of the salary scale for residential care.

£20,000 - £24,000 will be paid. The post is superannuable. Superannuation will be paid from time to time for when an allowance of £10.00 per month will be payable.

Further information and application forms may be obtained from the General Secretary, Royal Leicestershire, Rutland and Wycliffe Society for the Blind, Margaret Road, Leicester LE5 8PQ.

Closing date for applications 28th April 1985.

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DEPUTY DIRECTOR OF HOUSING (WORKS)

£16,986 - £18,318

The Council is committed to a programme of improving housing services and this post will play a key role in contributing to the achievement of this objective.

The postholder will be responsible to the Director of Housing for the co-ordination, control and management of the Works Division the activities of which include direct and contract labour and engineering services. As a member of the Directorate, the postholder will also participate in the overall management of the housing service within the City of Edinburgh.

The successful candidate should be qualified in at least one of the following disciplines - Building, Architecture, Engineering and Surveying and have a minimum of 10 years practical experience. Substantial experience involving the management of multi-discipline professional staff and a manual/craft workforce is essential.

Application forms and further details are available from the Director of Personnel and Management Services, City Chambers, 249 High Street, Edinburgh EH1 1PL. Telephone 031-225 2424, Ext. 6219 or 6426. Closing date 19th April 1985.

Edinburgh District Council is an equal opportunities employer. Applications are invited from women and men, from all sections of the community, irrespective of ethnic origin, disability or sexual orientation, who have the necessary attributes for the post.

IMPROVING SERVICES - CREATING JOBS

City of Edinburgh

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Development Planners

Planners experienced in dealing with environmental issues are sought to contribute to the Council's policy, development initiatives in this area. Work covers policies for resource conservation, waste disposal, hazardous industry, pollution control, telecommunications and an energy strategy for Greater London - much of it undertaken in close liaison with GLC departments and external organisations.

Effective communication skills are vital for all these posts; the senior positions also require sound staff management and organisational abilities, together with an understanding of computing and data handling.

Deputy Team Leader

To assist and deputise for the Section Head in directing, co-ordinating and developing all departmental environmental policy work.

A substantial background in dealing with environmental issues is needed, backed by a degree or professional qualification in architecture, planning, engineering or the sciences.

Salary: £14,781-£16,545 inclusive. Ref: 623.

Senior Development Planner

Developing an energy strategy for Greater London and developing and maintaining a Branch information handling plan form a major part of the work of this post, which also contributes generally to environmental policy development.

Applicants should have either a degree professional qualification in architecture, planning, engineering or the sciences plus wide experience in dealing with environmental issues or considerable practical experience in dealing with urban environmental issues.

Salary: £13,065-£14,781 inclusive. Ref: 634.

Development Planner

This post is particularly concerned with resource conservation policies and the post holder will be responsible for maintaining and developing the London-wide detailed land reclamation programme.

Applicants should have either a degree professional qualification in architecture, engineering or the sciences plus some experience in dealing with environmental issues or wide experience in dealing with urban environmental issues.

Salary: £9,255-£11,325 inclusive. Ref: 623.

For an application form, to be returned by 12th April 1985, write to: GLC Transportation & Development Department, Room 4B-48, The County Hall, St. 17th April 1985.

These posts are suitable for job sharing.

Senior Financial Manager

To head a small team which provides financial advice to the Greater London Training Board, GLC members, senior officers and also undertakes the Board's budgeting, monitoring and service accounting functions, including appraisal of grant applications. There is personal responsibility for the financial aspects of major GLTB initiatives and for representing the Director of Finance at top level meetings.

Applicants should be fully qualified accountants with some experience of financial management at a senior level, or part-qualified with at least 2 years senior level experience or have 5 years financial background. 2 of them in a large organisation. The work demands proven ability to identify priorities within a pressured environment and excellent communication skills particularly in dealing with non-financial personnel.

Salary: £14,781-£16,545 inclusive.

For an application form, to be returned by 12th April 1985, write to: GLC Finance Department, Room 24, The County Hall, St. 17th April 1985.

Cataloguer/Stock Control Librarian

To head a Research Library team dealing with all aspects of stock acquisition and processing, both of which are undertaken via a computerised bookkeeping system. Investigating new sources and processing techniques to improve section efficiency is a key responsibility.

The position will appeal to a qualified librarian information scientist experienced in mechanical acquisition and cataloguing and familiar with computerised systems. Knowledge of a variety of suppliers and of AMRZ UK is essential and applicants should be aware of the needs of local government officers and members. The job demands initiative, supervisory skills and ability to process a heavy workload.

Salary: £11,325-£13,065 inclusive.

For an application form, to be returned by 12th April 1985, write to: GLC Director-General's Department, Ref: 565, Room 303, The County Hall, St. 17th April 1985.

The GLC is an equal opportunities employer. We invite applications from women and men from all sections of the community, irrespective of their ethnic origin, colour, sexual orientation or disability, who have the necessary attributes to do the job.

LONDON BOROUGH OF BROMLEY

Specialist Service Managers

Social Services

Grade F-10 (£17,550-£19,086 including London Weighting)

The London Borough of Bromley has, in conjunction with management consultants Price Waterhouse, developed a specialist structure for the provision of social services from now until the 1990's. The structure is designed to facilitate the provision of services in a changing climate by offering the Service Managers the opportunity of improving the quality and range of services.

We are looking to recruit three Service Managers, one each for the Adult, Elderly and Children Divisions. The postholders will be responsible for developing and organising the full range of services within their specialism. A qualification and demonstrated ability at a senior management level is essential and experience in

some aspects of social services would be an advantage.

The restructuring is designed to facilitate the development of services across the traditional boundaries of social work, community care, residential and day care and if the idea of a specialised structure appeals, you should write for more information and an application form to: Head of Manpower Services, Civic Centre, Rochester Avenue, Bromley, Kent BR1 3UH. Telephone: 01-890 0334 (24 hour answering service).

If you wish to have an informal discussion please ring Mike Carpenter, Director of Social Services on 01-404 3333 ext. 5246.

LONDON BOROUGH OF BROMLEY

DEPARTMENT OF HOUSING PRINCIPAL DEVELOPMENT OFFICER

Grade-P04 (£11,562-£12,645)

The successful applicant will head a newly established team responsible for research into and the monitoring and development of all aspects of the housing service, the efficient operation and development of the revitalisation activities in both the public and private sectors and for the preparation and monitoring of the Housing Capital Programme (1985/86 - £18m).

Applicants must be able to demonstrate analytical and research skills and possess a proven track record of achievement.

For informal discussions please contact Steve Bramwell, Assistant Director of Housing on Gatheshead 897811.

Application forms and further particulars are available from the Director of Personnel and Management Services, 7th Floor, Aidan House, Tynegate Precinct, Sunderland Road, Gatheshead NE8 3EL, telephone 770612, returnable by 12th April, 1985.

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EXPERIENCED CO-ORDINATOR

A thriving community project in East London requires

to work in existing staff team. Responsible for day-to-day management and answerable to committee of local people. Must have usual office skills, including budget and finance control. Friendly personality with initiative and imagination essential.

Salary £10,100 p.a.

Phone 01-615 5901 for application form; to be returned by 10th April 1985.

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Senior Professional Officer
 (Child Care) £15,500-£22,000 p.a.
 Can you offer experience in child and family care and a successful background in team leadership or project management? In return we can provide the opportunity to assist in the development of professional standards and to influence policy and service provision and to develop your managerial experience in a major Department. The successful applicant (male or female) will deputise for the Principal Professional Officer, manage specific activities and develop policies and procedures. You will work with a range of staff in a Department where you will have the opportunity of becoming an acknowledged source of expertise. Based at County Hall you will help lead a lively team of professionals and administrative staff who have countywide operational, advisory and policy development responsibilities. These include work in fostering and adoption, under 5s, residential provision and the administration of the Guardians ad Litem Panel. You will have a demanding role but one which you could shape and develop according to your own potential and that of the team. If you can absorb pressure and enjoy developing the ability to react responsively and constructively under it, you will find the post satisfying and offering continuing opportunities for professional and personal development. The previous postholder has been appointed to an Area Director post.
 To discuss the job in detail contact Rod Jones on Nottingham (0602) 823623 ext. 4018. Interviews will be held on 24 April. Closing date 11 April.

Intermediate Treatment Workers
 £7,524-£11,414 p.a.
 Community alternatives to care and custody aren't something we just talk about in Nottingham - we put our money where our mouth is and we can demonstrate our success. Underpinning LT Centre provision is a three tier tariff in LT for the City courts. Area based workers and our Community Assessment and Supervised Activity teams complete the set. Since the Centre opened three years ago, there has been a remarkable reduction in the number of young people coming into care for offending and a trend away from custody to community alternatives. In Nottingham's policy on LT, a recent review of the City's LT resources reaffirmed the value of the facility and the experience gained here has led to some established staff obtaining promotion elsewhere. We are seeking to rebuild our staff team and wish to appoint suitably qualified men or women with particular interest in groupwork, family work, counselling work with young offenders or the monitoring and evaluation of intervention in the juvenile justice system. One of the posts will involve working closely with the Senior Social Worker (Courses). Emphasis is placed on network skills, and on good liaison with social workers and probation officers.
 If you are interested in finding out more about Nottingham's commitment to LT, and Enderleigh's place in it, contact Robin Gardner (Officer-in-Charge) on Nottingham (0602) 823623. Closing date 11 April.

Nottinghamshire County Council
 County Hall, West Bridgford
 Nottingham NG2 7QP

Day Care for the Under Fives
 We require suitably qualified (e.g. NNEB, CSS, COSW, NVQ or other relevant qualifications) and experienced persons (male or female) for the recently established posts of Deputy Officer-in-Charge at establishments within the City Division (2 Posts), Colton (1 Post) and Beeston (1 Post) and at Sandybank Day Nursery (1 Post).

Deputy Officer-in-Charge (22 Posts)
 (Community) Day Nurseries
 £7,740-£11,114 p.a. (for 50 places Day Nurseries)
 £7,329-£10,265 p.a. (for less than 50 places Day Nurseries)
 These are senior posts in the Day Nursery with special responsibility for assisting the integration of the Day Nursery into, and extending a range of provision for families with children under five. The successful applicants will become members of the establishment team and will be the absence of the Officer-in-Charge and/or other senior colleagues assume responsibility for the overall task of the Day Nursery. If you can demonstrate a combination of Child Care/Social Work/Community work skills and have a sound understanding of the Day Nursery task we invite you to contact the first Instance: Karen Sanders, RDCSO (UG) - for details of the posts in City Division, Tel. Nottingham (0602) 823623, Ext. 4011. Please quote ref: SKM/2110.
 Steve Thorpe, RDCSO South Division - for details of the posts at Colton and Beeston Day Nurseries. Tel. Nottingham (0602) 823623, Ext. 3538. Please quote ref: SKM/2110.
 Anne Simpson, RDCSO North Division - for details of the post at Sandybank Day Nursery, Mansfield. Tel. Nottingham (0602) 823623, Ext. 3941. Please quote ref: SKM/2110.
 Interviews for all these posts will be held during the week commencing 22 April. Closing date 15 April.

Social Worker (Intermediate Treatment)
 £7,524-£11,414 p.a.
 (Commencing salary dependent upon relevant experience)
 Required for the Intermediate Treatment and Preventative Child Care Team at Newark Area Office, which has been in existence for one year and consists of a senior, and three social workers - LT with good clinical support and a generalist budget. The team works positive support and co-operation with colleagues in the office and area management. We are committed to providing community alternatives to Care Orders and Custody and developing strategies for preventing Reception into Care. Applicants (male or female) must be qualified Social Workers but not necessarily experienced. If they have the right potential, they will be offered an intensive level with young people and their families both on an individual level and in groups.
 This is a re-advertisement and previous applicants need not re-apply. For further information please contact: Mr. R. M. Rowntree, Senior Social Worker, Intermediate Treatment, Tel. Newark 7771. Closing date 11 April.

For all the above posts relocation expenses where appropriate.
 Requests for application form and job description for the above social services vacancies should be made in writing to the Senior Social Worker, Social Services Department at County Hall. Please quote post title and reference when applying.

An Equal Opportunity Employer.

SHEPHERDS BUSH HOUSING ASSOCIATION LTD.

require a

DEVELOPMENT MANAGER

Circa £13,300 p.a. (review 1st July)

This new post has arisen following an internal re-organisation. The Development Manager will report to the Technical Director and will manage 6 staff. He or she will be responsible for monitoring and supervising the development programme, in a pipe line of approximately 400 units consisting mainly of rehabilitation projects. Involvement in agency work for other Associations regarding fair rent, shared ownership and improvement for sales schemes is also part of the job.

We are looking for an experienced person with an appropriate professional qualification. Preference will be given to those who have a detailed knowledge of Housing Corporation and Local Authority procedures. Other benefits include L.V.s, non-contributory pension scheme, flexitime working arrangements and 25 days leave each year.

Please send your c.v. or request further information and application form from the Personnel and Administration Officer, Shepherds Bush Housing Association Ltd., 28-29 Eastman Road, London W3 7YG. Tel: 01-743 7455. Closing date 12th April 1985.

PUBLIC SECTOR MANAGEMENT

MANAGEMENT CONSULTANT

We are a small management consultancy specialising in work for the public sector. We are looking for someone to join our team of consultants for work on a variety of projects. The successful applicant will be able to work unsupervised and may be required to manage some of our smaller projects.

Candidates should have a degree and be numerate, and ideally in their late 20s or early 30s. We are looking for someone with postgraduate experience either in the public sector or management consultancy who is looking for a more challenging job. Salary would be negotiable but certainly we aim to pay at the going rate.

If you are interested then write or telephone: Tony Houghton, Director, PSM Limited, 3 Reading Road, Lower Basildon, Reading, Berkshire RG8 9NL. Telephone Upper Basildon (0491) 671705.

City of Chester

DRAUGHTING ASSISTANT

(£5,258 to £6,438 p.a.)

To prepare drawings to publication standard of floor and site plans for the City of Chester prior to 1973.

The successful candidate will be responsible for the preparation of drawings for the City of Chester prior to 1973. The successful candidate will be responsible for the preparation of drawings for the City of Chester prior to 1973.

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Economic Development Officer

(£13,326-£14,358 p.a.)

Upon the designation of most of the Council's area as a Development Area, the above post has been created to promote Chester as a suitable location for commercial and industrial development.

The post holder will be directly responsible to the Chief Executive and Director of Finance and through him to the Development Area Sub-Committee. He/she will be required to develop the Council's initiatives and interests and co-ordinate the efforts of other Departments in promoting the new Development Area status.

Applications are sought from persons with proven experience in a marketing and/or promotional activity. A professional qualification will be a distinct advantage. A separation allowance, distance grant and 100 per cent reimbursement of removal expenses will be paid in appropriate cases.

For further particulars and an application form please contact the Personnel Officer, Town Hall, Chester CH1 2HF. Tel. (0544) 69144, Ext. 2134. Completed applications to be received by 19 April 1985.

Council of the CITY OF CHESTER

VALUATION SURVEYOR

£12,507 to £13,491 p.a. incl.

Are you looking for a challenge and the chance to widen your experience? If so, apply for this vacancy within our Valuer's office, which comprises a small team of Chartered Surveyors who provide a comprehensive property service to the Council.

There is a wide variety of general practice work to test your intellect and initiative, including acquisitions, disposals, leasing and rent reviews of commercial property, valuations and development appraisals for Housing Associations, and the sale of Council flats. You must be suitably qualified and have at least three years' post-qualification experience. Interested? Ring the Borough Valuer, Ian Doolan, on 01-537 5464, ext. 560, for further details.

The Royal Borough of KENSINGTON AND CHELSEA

Application forms quoting Ref. G555X from the Personnel Services, The Town Hall, Horton Street, London W8 7NX. Tel. 01-537 8562 (24-hour answering service).

Closing date for applications April 12, 1985.

WE ARE AN EQUAL OPPORTUNITIES EMPLOYER

West Midlands County Council

COUNTY PLANNING DEPARTMENT

GYPSY LIAISON OFFICER

£9,077-£11,025 - Post Ref. PL 200

To advise on and implement positive policies for travellers in the area, but not on established sites, and to establish and maintain close links both with the travellers community and relevant public organisations.

Applicants should be well educated but more importantly have experience in dealing with travelling communities, be able to operate on their own initiative and be able to communicate at all levels.

For further information please telephone Mr. A. Sloman on 021-300 6395. For an application form, write or telephone, quoting post reference number, to: County Personnel Officer, West Midlands County Council, County Hall, 1 Lancaster Circus, Queensway, Birmingham B4 7DJ. Telephone No. 021-300 7825.

A 24-hour telephone answering service is in operation. Closing date for receipt of applications: 29th April, 1985.

The County Council has a positive Equal Opportunities Policy to ensure that all applicants are treated fairly.

The Methodist Church Division of Education and Youth

TRAINING OFFICER for MAYC

to work with the Youth and Community team and with other training personnel of the Division.
 Write for details to:
 Neville Braybrook, 2 Chester House, Pages Lane, Muswell Hill, London N10 1PL.
 Final date for applications: 1st May, 1985.

Leicester City Council

As part of the City Council's commitment to an Equal Opportunity Policy, applications are welcome from people regardless of mental status, sex, race, disability or sexual orientation.

Chief Executive's Inner Area Team-Team Leader

Salary £11,582 - £12,045

We are an Inner Area Programme Authority with a centrally based team responsible for the development, preparation, monitoring and evaluation of the programme. You must be creative, have a degree or equivalent and have experience of local government working, gained from within or outside. An understanding of the voluntary sector is important. You must be able to work effectively with elected members, Senior Officers and other Agencies, including Central Government and Voluntary Organisations.

A commitment to Equal Opportunities will be expected. Applicants should have an understanding and experience of Asian and Afro-Caribbean communities, since they make up about a quarter of the City's population and just under half of the population of the inner City. Accordingly, applications are particularly welcome from Asian and Afro-Caribbean.

This is a challenging and demanding post that will provide experience of working in a corporate and community setting. The post demands working some unsocial hours. This is a re-advertisement previous applicants need not re-apply. Assistance with relocation expenses up to a maximum of £2075 and temporary housing accommodation are available in approved cases.

Welfare Benefits Campaign - Senior Welfare Rights Worker

Salary £7,524 - £11,414

The Welfare Benefits Campaign is in the second year of a neighbourhood targeted take up campaign. The team needs a Senior Welfare Rights Worker to work on and develop the innovative neighbourhood campaign work, to develop targeted campaigns to groups and low income workers, such as ethnic minority clients, and to contribute to tackling social policy issues arising from the campaign. We have pioneered a new approach to the neighbourhood take up campaign which has proved to be very successful and this will be developed further over the next eighteen months.

Knowledge and experience of welfare rights work is essential. An interest and/or experience in community work would be helpful. A commitment to Equal Opportunities is essential and applicants must have necessary knowledge and background to enable them to work closely with Asian and Afro-Caribbean clients, as many of the neighbourhoods to be covered by the Campaign contain significant numbers of people from these communities. A knowledge of Asian Languages is desirable.

Assistance with relocation expenses up to a maximum of £2075 and temporary housing accommodation are available in approved cases. Application form (returnable by 17th April 1985) and further details from Director of Personnel and Management Services, New Walk Centre, Welford Place, Leicester LE1 6ZG. Telephone (0533) 549522 ext 7094.

...your city council working for you...

PLANNING OFFICER

SO2 £10,404-£11,025

TEMPORARY POST FOR THREE YEARS

Will be primarily concerned with translating the aims and objectives of Commercial and Industrial Improvement Areas designated under the Inner Urban Areas Act 1978 into positive action. As the selected candidate's initial improvement Area also includes the Keibham Island Industrial Conservation Area, he/she should have the skills to ensure that the improvement Area is implemented in sympathy with conservation objectives. He/she will assist local industrialists and traders by (i) giving technical advice and guidance, (ii) completing grant application forms and processing them through appropriate Committees. Should possess a recognised planning qualification and some knowledge of building construction, improvement area or conservation grant work would be an advantage.

Application forms from the Personnel Section, Department of Land and Planning, Town Hall, Sheffield S1 2HT, Tel. 0742-784817. Please quote post No. P97. Closing date: 19th April, 1985.

City of Sheffield

An Equal Opportunity Employer

VALUER (Ref. H57)

Salary £11,964-£12,810 (Incl.)

The Borough Valuer's Department are currently seeking to recruit a Valuer. Essentially the emphasis of your work would be on the management of commercial properties. However, the workload of the office is varied and post-holders are interchangeable between sections which deal with the acquisition and disposal of premises and valuations for various local authority purposes.

You should possess RICS or RVA qualifications and you should also be able to reflect the policy to communicate effectively at all levels with members of the public and colleagues within a multi-racial inner city borough. In addition, the ability to work as part of a team with self motivation and initiative is essential. The salary range offers reflects the fact that the successful candidate will be appointed at a point appropriate to qualifications and experience which should be demonstrated on the application form submitted.

Individuals can apply for job sharing. Application forms obtainable from the Personnel Officer, Directorate of Housing & Property Services, London Borough of Lambeth, Humberston House, Portland Road SW 2, Tel. 01-274 7772, ext. 2053. Closing date 15 April, 1985.

As part of Lambeth's Equal Opportunities Policy, applications are welcome from people regardless of race, creed, nationality, disability, age, sex, sexual orientation or responsibility for children or dependants.

LAMBETH SERVICES WELL WORTH DEFENDING

City Planning Officer

£22,524-£24,780

Applications are invited from suitably qualified (preferably RPI) persons with substantial professional and corporate experience for this Chief Officer post.

Further details and an application form from: Chief Personnel Officer, Plymouth City Council, Civic Centre, Plymouth PL1 2EW. Tel. 0752 284850. Closing date 17 April 1985.

PLYMOUTH City Council

WINGED FELLOWSHIP TRUST

Holidays for Disabled People

APPEALS DIRECTOR

We are looking for an experienced person for this new and challenging appointment which requires imagination, enthusiasm, organisational flair, as well as leadership and skill in communicating with staff and volunteers actively engaged in fund-raising.

Car provided - Salary negotiable: minimum £12,000 p.a. Further details and application form available from: Mrs P. Brogan, Winged Fellowship Trust, Angel House, Pentonville Road, London N1 9XD. Telephone 01 833 2594

You've got the experience.

We've got the initiatives.

Together, we can build a better environment.

HACKNEY COUNCIL

Working for local people

We positively welcome applications from black people, disabled people and women where they are under-represented in particular jobs.

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HACKNEY COUNCIL

Hackney is an inner city area suffering from urban deprivation on a massive scale. The Council is committed to improving the living and working conditions of the people in the Borough and to ensure that the service provided meets their needs. To achieve this it has embarked on a major improvements programme in the face of strict financial control.

To carry this programme through we are looking to fill the post of General Manager, Building Maintenance. Whilst on appropriate building qualification would be an advantage, women or men with considerable work experience, who are committed to providing a service that responds to local needs, should not be afraid of applying.

General Manager Building Maintenance

£18,000

With a labour force of 275 and a budget of around £12 million, you will be in charge of a service providing maintenance either on a "demand" or a "programmed" basis, working from some 20-odd bases around the borough, to over 48,000 properties plus Council buildings. The Division has just won the competitive tender for the year and has a full order book.

Reporting directly to the Head of Building Works, your main tasks will be to plan, programme, co-ordinate and develop building practices and systems to maximise productivity. You will also be involved in implementing effective and efficient budgetary and financial control and be responsible for ensuring good industrial relations throughout the work force. Proven management, IR and communication skills together with a demonstrable commitment towards achieving success are essential. This post carries an essential user allowance.

For further information please contact Charles Collings, Head of Building Works, on 01-986 3210.

Job share applications will be welcome with or without a partner. Application form and job description are available from John Penney, Head of Personnel, 100, Mare Street, E8 1EA or telephone 01-986 5331 (24 hour answering service) quoting the reference number 2294/G. Closing date April 16th 1985.

Black people, disabled people and women where they are under-represented in particular jobs.

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WOLVERHAMPTON BOROUGH COUNCIL

PRINCIPAL OFFICER AND POLICY CO-ORDINATOR'S DEPARTMENT

POLICY UNIT

(a) RACE RELATIONS AND EQUAL OPPORTUNITIES ADVISER

PO 416 up to £15,387

(b) EQUAL OPPORTUNITIES ADVISER (WOMEN)

PO 416 up to £12,243

(c) ADMINISTRATIVE ASSISTANT

Scale 6 up to £9,114

Wolverhampton Borough Council is looking for talented and energetic officers for the posts of Principal Officer and Policy Co-ordinator's Department. The successful candidates will be placed on commitment and the ability to achieve early results.

Wolverhampton is a multi-racial borough and gives highest priority to the provision of high-quality services to all residents and to providing a specific response to the special needs of the ethnic minorities.

All posts demand an ability to work with people at all levels of the organisation and to communicate effectively orally and in writing.

Post (a) RACE RELATIONS AND EQUAL OPPORTUNITIES ADVISER

will be the lead officer for the Council's Race Relations and Equal Opportunities Committee and will take responsibility for working closely with the Authority's most senior management to review existing services and departmental procedures.

The Officer also shall advise on overall policy in relation to the use of posts and other duties will include research, dissemination of information, preparation of reports, attendance at committees, public speaking engagements, etc.

Applicants should be suitably qualified with a proven track record of working with ethnic minority organisations and local government experience will be an advantage.

Post (b) EQUAL OPPORTUNITIES ADVISER (WOMEN)

The Officer appointed to this post will be required to prepare and present policies to promote equal opportunities for women and to take appropriate action to ensure the abolition of practices which discriminate against women, with a particular emphasis on the Authority's services. The successful applicant will be expected to ensure that the services meet the needs of women in Wolverhampton and to provide a strong central focus for a women's view to be put forward in relation to the Council's activities.

Applicants should be appropriately qualified and will be expected to demonstrate a high degree of commitment.

Post (c) ADMINISTRATIVE ASSISTANT

Will provide administrative support to posts (a) and (b). Applicants should be appropriately qualified with a commitment to equal opportunities.

These three posts will be linked to a new team which has been established in the Personnel Division and is responsible for equal opportunity aspects of the Authority's employment policy.

Application forms and further particulars from Controller of Personnel and Management Services, Civic Centre, St Peter's Square, Wolverhampton WV1 1SH, Telephone: (0902) 27011, extension 2106.

Closing date April 25, 1985.

Wolverhampton Council is committed to the implementation of an effective Equal Opportunity Policy and welcomes applications from all sections of the community irrespective of an individual's sex, ethnic origin or colour, and from people with disabilities who have the necessary attributes to do the job.

WOLVERHAMPTON
the pace setter

SOCIAL SERVICES DEPARTMENT

Assistant Head of Home

£10,362-£11,355 p.a. (incl.)

To manage a Satellite home of the Observation and Assessment Unit, which accommodates six young people on a temporary basis, liaising with Field Social Workers in working with the families of resident young people and promoting high standards of child care.

Duties include supervising and supporting staff in planning a programme of care and assessment, deputising for the Head of the Centre and ensuring implementation of Council policies.

You will be on-call and sleep-in as required. You must have a minimum of five years experience in child care, three of which should be in residential care. An appropriate qualification, i.e. C.Q.S.W., C.S.S., C.R.C.C.V.P. is essential. This post is non-resident.

Camden is totally committed to its Equal Opportunities policies in service provision and employment. Members of ethnic minorities are under-represented in this work area in relation to Camden's population profile and applications from members of these groups will be particularly welcome to redress this imbalance.

Informal inquiries to Keith Fowler, Head of Observation and Assessment Centre on 01-485 2465.

Applicants to previous adverts need not re-apply.

Application form from and to be returned to: Director of Social Services, Welling House, 356/354 Gray's Inn Road, WC1X 8BH, or telephone 01-837 5621 (Answerphone) quoting Reference No. 10/100/G. Closing date: 17th April, 1985.

Camden Services
equal opportunity employer

Applicants are considered on the basis of their ability for the post, with equal opportunities for women, black/ethnic minorities, lesbians and gay men and people with disabilities, and regardless of marital status, age, unemployment and criminal conviction. All rights are reserved for job-hunting.

SOCIAL WORK DEPARTMENT

ASSISTANT TRAINING OFFICER (Fieldwork)

Langgarth, Stirling

A.P.V. £10,107-£11,040

35 hours per week to be worked in accordance with the exigencies of the service.

If required, assistance will be given in an endeavour to find suitable housing accommodation. Travelling allowance facilities available.

Within fixed limits assistance towards expenditure incurred in connection with Removal Expenses and Legal Fees/Disturbance Expenses will be given where appropriate.

A vacancy exists for professionally qualified workers with some training and/or supervisory experience to initiate new approaches to the development and implementation of a systematic Departmental Training Programme. Applicants should possess C.Q.S.W. and have at least 3 years post qualification experience.

Further information may be had by telephoning Mr. Anderson, Principal Officer, Stirling 73111 Ext. 209.

Application forms and job descriptions are available from the Director of Social Work, Langgarth, Stirling (Stirling 73111, Ext. 414) and should be returned by 12th April, 1985.

Central Regional Council
An Equal Opportunities Employer

METROPOLITAN HOUSING TRUST LIMITED

ASSISTANT HOUSING MANAGER

SALARY £7803 — £10362 P.A. INC

The Trust is based in London and Nottingham and has over 4000 properties in Management. A vacancy has arisen for an Assistant Housing Manager in the North London Regional Team based in Wood Green. The post holder will be managing a mixture of purpose built and rehabilitated fair rent properties and some Special Needs housing.

The successful candidate is likely to have some relevant experience in public sector housing. Applicants must possess a current driving licence. For further details and an application form, please contact:

Doug Clark, Metropolitan Housing Trust, Cambridge House, 109 Mayes Road, Wood Green, N22 6UR
Tel: 01-881 1747
Closing date: Friday 12th April 1985

Aquarius

COUNSELLORS IN SHROPSHIRE AND NORTHAMPTON

Aquarius provides services to help problem drinkers. In Shropshire, on behalf of the Shropshire Alcohol & Drugs Service, we are seeking to appoint a Shropshire Counsellor to open a new service providing counselling, training and advice. In Northampton, we run a hostel which also provides a counselling service for home based clients. There is a vacancy for a counsellor. Applicants should preferably have a qualification in social work, counselling, psychology, nursing or other relevant background. Experience in the alcohol or drug problems field will be an asset.

Salary Counsellor Level 1 (£5555 — £7147) (qualifying)
Senior Counsellor Level 2 (£7524 — £9125)
Senior Counsellor Level 3 (£9125 — £10717)

Application form from: Paul Allen, Aquarius, 41 Market Street, Birmingham B3 3SD. Please enclose a large cv.

Closing date for receipt of applications: 19th April 1985.

NOVO Urban Unit is looking for a DEVELOPMENT OFFICER (RACE EQUALITY)

Urban Unit is a small team which supports voluntary and community groups in England's cities. Its Development Officers give advice, run workshops and conferences, produce a newsletter and lobby government. A lot of the work is outside London.

You will spend about half your time supporting the Unit's work of helping black and ethnic minority groups get access to money, information and services. So it is essential that you have lived or worked in an ethnic minority community — though not necessarily as a paid worker in a voluntary organisation.

You will also take the lead on one or two of the Unit's other areas of work. These include the Urban Programme, links with business and commerce, links with local authorities, making professional skills accessible to local communities. Experience with one of these things will help.

We're looking for someone who is confident and diplomatic; and who can cope with hidden racism. The job will involve speaking in public and writing reports and articles. We can arrange training in these skills.

The job is paid on a scale between £3793 and £12,000 per annum, including London weighting. Write to the Personnel Officer, National Council for Voluntary Organisations, 28 Bedford Square, London WC1B 3SH, for further details and application form. Closing date for completed applications: 28 April 1985.

NCVO is an Equal Opportunities Employer

EASTBOURNE BOROUGH COUNCIL

TECHNICAL SERVICES DEPARTMENT

DOWNLAND RANGER

Scale 4: £5,555 to £7,225

Eastbourne has 4,000 acres of downland and is one of the Outstanding Natural Beauty with a Heritage Coast including the Newlands Estate.

Applications are invited from persons with sound knowledge of natural history and conservation together with practical experience and proven organisational ability.

The duties of the post include work at evening and weekend which will be reflected in the salary offered. The Ranger will be required to liaise with the public and to provide information which will be provided on or adjacent to the Downland.

For further information please contact the Director of Technical Services, 60-64 Grove Road, Eastbourne, East Sussex TN36 2JX. Completed applications must be returned on or before 12 noon on Friday, 12th April, 1985.

For informal discussions about this post, please telephone Richard Stevens on (0232) 21252.

WORK IN LEISURE

Not a holiday job but a job which offers a challenge for long or short periods of time. We are looking for people who are enthusiastic, energetic and who can work in a team. We are looking for people who can work in a team and who can work in a team.

For further information please contact the Director of Leisure, 60-64 Grove Road, Eastbourne, East Sussex TN36 2JX. Completed applications must be returned on or before 12 noon on Friday, 12th April, 1985.

For informal discussions about this post, please telephone Richard Stevens on (0232) 21252.

LONDON BOROUGH OF HARINGEY

TEMPORARY PART-TIME SOCIAL WORKER

£21,000 — approximately 9 months but not exceeding 91 weeks.

£5,845-£6,424 with one year's post qualification experience.

We require a qualified and experienced Social Worker to cover a maternity leave absence. You will be a member of a team and will be expected to work in a team.

The post holder will be expected to work in a team and will be expected to work in a team. The post holder will be expected to work in a team and will be expected to work in a team.

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For informal discussions about this post, please telephone Richard Stevens on (0232) 21252.

DIRECTORATE OF HOUSING SERVICES

Assistant Area Housing Manager

£11,061 to £11,682

Responsible for co-ordinating the management of a number of districts. The supervision, distribution (in conjunction with the Area Housing Manager), and control of Estate Officers allocated to the post holder and for maintaining the highest standard of service to both tenants and members of the public.

Application forms from Director of Housing Services, London Borough of Greenwich, Peggys Middleton House, 50 Woolwich New Road, Woolwich, London SE18 6HQ. Tel. 01-854 8888, ext. 3771.

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Community, social and women's group workers

They're asking for you from the Caribbean to the South China Sea.

The skills and experience of social workers are greatly needed in the third world. Voluntary Service Overseas is looking for the right, committed, people to work with children in residential homes and with the mentally and physically handicapped in hospitals. We also have posts in government welfare departments, as well as with women's groups and non-governmental organisations requiring a community work approach.

VSO work-being carried out by some 1,000 volunteers at this moment — has a lasting effect in combatting world poverty and hunger.

And each VSO worker returns richly rewarded by the two-year experience.

Applicants should be aged between 20 and 65, without dependants and willing to accept no more than the 'local' rate of pay.

If you have the right qualities and experience and you're free to go, please believe that you're needed urgently!

If you're unable to go, but would like to support our work, there are still two things you can do: send a donation, become a VSO member.

(For more information, please complete and return the coupon.)

I am interested in volunteering my qualifications or experience in:

Please send details about VSO

I enclose a donation of £10/£5/£10/£15

NAME _____

ADDRESS _____

POST TO: Enquiries Unit, Voluntary Service Overseas, 9 Doghouse Square, London SE11 8PR (24 hours a day)

County No. 313757 02/73

DIRECTOR OF ADMINISTRATION

Salary Scale £18,786-£20,190 (subject to job evaluation)

Applications are invited for the above post (arising from the retirement of the present postholder) from Solicitors holding a current practising certificate and with at least five years' Local Government service at a senior level.

The post holder is the District Council's principal officer responsible for the provision of legal advice, servicing of committees, acting as Clerk of the Peace, Clerk to the District Council and Licensing Board, organising the administration of the District Council elections, and fulfilling specific statutory and legal obligations on behalf of the District Council. In addition he is responsible for the day-to-day operation of the Administration and Legal Departments whose present combined establishment consists of two chief officers, four professional staff, six administrative staff, 14 clerical staff, and three trainees. The Director will be responsible for the effective management of the departments and its resources.

The District Council is about to consider a major reconstruction of its committee structure and in common with all other authorities is being forced to address itself to new and entirely novel challenges which face Local Government.

Application forms and job descriptions may be had by writing to the Personnel Officer at the undermentioned address. Closing date for completed applications is Wednesday, April 10, 1985.

STRATHKELVIN DISTRICT COUNCIL
P.O. Box 4, Council Chambers, Kirkcaldy, Fife, Scotland, KY11 1PW

HYDE & SOUTH BANK HOUSING ASSOCIATION LTD

Hyde is a large expanding Association in SE London developing and managing an increasing number of supported Housing Schemes in Greenwich, particularly aiming to provide a range of housing options for the young single homeless.

PROJECT WORKER (NON RESIDENTIAL)

is needed to be responsible for the refurbishment and management of two new schemes, one large cluster-based scheme and one 6 beds scheme. This will include: Allocated, letting, repairs, rent and support and advice to residents. The worker will

An Equal Opportunities Employer

For further details ring 0245-81660 or write to Chelmsford Archaeological Trust, The Old Cemetery Lodge, 1 Writtle Road, Chelmsford, Essex, CM1 3BL.

County of Cleveland

PLANNING DEPARTMENT
Group Planning Officer
(Environment) £14,358-£15,387

Applications are invited from enthusiastic and appropriately qualified persons (preferably Landscape Architects) for the post of Group Planning Officer to lead the Department's Landscape and Conservation teams.

The successful applicant will be involved in a wide variety of interesting work including the preparation and implementation by contract and improvement schemes. The Group also assists in the formulation and implementation of advice and policies and provides appropriate technical input into forward planning matters and the County Council's programme of economic initiatives. Extensive liaison with Borough Councils and outside agencies takes place.

The successful applicant will have several years' relevant experience, proven managerial ability, and be able to communicate effectively and diplomatically. A knowledge of computers whilst not essential would be an advantage.

Planning Officer

(Strategic Policy) £13,144-£11,025

A Chartered Town Planner with skills and recent experience in the preparation of structure plans is required in the Department's strategic policy group.

The current work emphasis is directed towards the development and implementation of local economic initiatives and this work will continue. However, the approved structure plans are in need of substantial review. The successful applicant will be required to make a major contribution to this work.

In addition to the structure plan and economic initiatives, the group, which is one of three in the Strategic Policy Division, monitors EEC policy, develops proposals for submission to the EEC and is involved in the preparation of various local and regional policy studies.

A knowledge of computers whilst not essential would be an advantage. Application forms and further details may be obtained from J. D. S. Gille, BA, MPTPL, County Planning Officer, Gurney House, Gurney Street, Middlesbrough, Cleveland TS1 1QT, Tel: Middlesbrough (0642) 241155 ext 2411. The closing date for application forms is 12th April, 1985.

SOCIAL SERVICES DEPARTMENT
Welfare Rights Officer
(D9872)

(Tribunal Worker) £8,532-£9,114

The Welfare Rights Service comprises a team of four development workers, two tribunal workers, a team leader and clerical support. A vacancy has arisen for a Tribunal Worker. The post holder will primarily be a caseworker, advising appellants and where necessary representing them at Social Security and Medical Appeal Tribunals and Hearings of the Social Security Commissioners. Also the post holder will be involved in promoting tribunal advice and representation work with other agencies throughout the County, which will involve some training work.

Applications are invited from people who have experience in Social Security and/or Medical Appeal Tribunal representation. Candidates must be car owners/drivers as an essential car user allowance is payable.

This post would be suitable for job sharing as long as the post holders would adopt flexible working hours.

For informal discussion contact Celia Davies, Senior Welfare Rights Officer, Tel: Middlesbrough (0642) 241155 ext 2443.

Job descriptions and application forms are obtainable from the County Director of Social Services, PO Box 91, Merdon House, Borough Road, Middlesbrough, Cleveland (Tel 246885, 24-hour answering service), to whom completed forms should be returned by 12th April, 1985.

Please quote Post Reference Number when applying.

We are an Equal Opportunities Employer.

CAMPAIGN ASSISTANT

THE SAVE THE CHILDREN FUND in conjunction with the DHSS Working Group on Asian Health has launched the Asian Mother & Baby Campaign with the aim of improving the health of pregnant mothers and their children within the Asian community by improving communication links and the accessibility of the health services. We are now seeking a replacement for one of two Campaign Assistants who will be based at London HQ but will need to travel within the UK. The appointment is currently funded until the end of March, 1985.

Applicants will ideally be teachers, social workers or community workers, preferably with experience of teaching English as a Second Language (ESL). The promotion of mother and child health educational programmes through ESL classes and the Home Tutoring Service and the development of support from community and women's groups will entail working closely with educational and community organisations. A driving licence and the ability to speak one of the Asian languages will be essential.

Salary will be £8,925 per annum plus use of car.

For job description and application form, please contact Leonie Linton, Personnel Officer, SCF, 17 Grove Lane, Camberwell, London SE5 8RD, Tel: 01-703 5400.

Closing date for applications is 19th April, 1985.

Asian Mother and Baby Campaign

HEAD OF EQUAL OPPORTUNITIES UNIT

Salary: PO(1) £13,326 — £14,358 Ref no: CCE/8775/B

This newly created post will report to the Chief Executive and be responsible for the overall co-ordination, progress and monitoring of the Authority's Equal Opportunities Policy, and will direct the activities of the Equal Opportunities Unit.

Candidates for this post should preferably hold an appropriate qualification, have the prime requirement is for substantial experience in the field of Equal Opportunities. Experience at a senior level is essential with the ability to produce accurate oral and written reports.

Further details and application form, returnable by 19th April from Director of Personnel (Tel. Bristol 298565 — Answerphone on this number after office hours), P.O. Box 270, Avon House, The Haymarket, Bristol BS9 7HE.

Please quote reference number.

Personnel Services Department

Avon COUNTY COUNCIL

PADDINGTON CAB
ADVICE WORKER

An experienced advice worker, preferably Spanish speaking, is required to join this busy inner London bureau working under constant pressure. Staff work collectively with pay parity.

Post graded at Scale 6.

Part-time applicants equivalent to a full-time worker considered. A second post may become vacant in the near future; candidates should indicate if they are willing to be considered for both posts.

Closing date: 19th April 1985.

For an application form and job description, send large s.a.e. to Paddington C.A.B., 441 Harrow Road, London W10.

As an Equal Opportunities Employer, GLC/ABS regards to encourage positively all applications regardless of disability, race, sex or creed.

Citizens Advice Bureau

CAMPAIGN FOR NUCLEAR DISARMAMENT
GENERAL SECRETARY

Britain's latest growing campaigning organisation requires a General Secretary responsible for policy representation and co-ordination, with proven organisational and management skills, experience in non-profit organisations, and commitment to the campaign.

For an application form and detailed job description, ring Judith Harris, Tel: 0252 0677.

Closing date for completed applications: Friday, 19 April.

CND operates a policy of pay parity with currently £7,500 p.a. including London weighting. Job-related expenses are paid.

including London weighting, which will be considered on merit.

We welcome your application, which will be considered on merit.

respective of race, marital status or sex.

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PARENTS FOR CHILDREN

NEW DIRECTOR

(Re-advertisement)

Salary within PO2 scale, starting not less than £13,688 plus London weighting but subject to negotiation.

Did our first advertisement sound daunting? It need not be! Here is an opportunity for someone wanting a challenge to enjoy the independence of leading a small voluntary adoption agency in new directions.

Parents for Children finds families for older and handicapped children, prepares children, and offers long-term support. We work closely with local authorities referring the children, and are involved in teaching and speaking about the work.

The agency is embarking on an exciting new phase: expanding the staff; moving to bigger premises; developing new post-adoption services. The staff wants someone to lead, support, manage and co-ordinate this team.

Phyllida Sawbridge, our present Director, has done it in one way. You might do it another. Why not talk to her or the staff group. Informally about it?

Tel: 01-485 7326/48. Closing date for applications: April 18th 1985.

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Additional
SOCIAL WORKER

to join a team of three others, also required.

We seek experience in, and commitment to, family placement of older and handicapped children and an ability to help the agency keep developing new ideas.

The team needs to draw on a wide range of skills such as counselling, group work, work with children, use of technology (such as video), teaching, and liaison with other agencies and disciplines, although no one member combines them all.

Team work is essential for the risk-taking involved.

CAR DRIVER needed, flexible hours worked. Salary scale PO1 £11,652-£13,491 inclusive. Inquirers will be sent further information and invited to an informal open day.

Contact Phyllida Sawbridge, Director, or any other staff member, on 01-485 7326/48, or write to: 222 Camden High Street, London NW1. Closing date for applications: 18 April 1985.

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COMMUNITY COMMUNICATION
AND TENANT INVOLVEMENT

Manchester City Council sees the implementation of its tenant participation strategy as a major priority. Two new posts in the Housing Department have been created to promote this strategy.

Tenant Liaison Officer

Grade Scale 6 (£8,532 to £9,114)

2 people are required to help promote greater involvement by tenants in the running of Council housing. The work will include both the encouragement of an active tenants' movement and the promotion of better public relations.

The duties include:

— work with area housing staff to improve communications with tenants and tenants' groups;

— help with training to acquire skills necessary to promote tenant understanding and co-operative involvement;

— advice to area managers on methods of consultation (S43 Housing Act 1980);

— promotion and support of individual tenants' groups.

The duties call for experience of community development and/or successful 'priority estates' work, mature personality, energy and enthusiasm. Proven ability in this area of work is considered more important than formal qualifications.

Candidates selected for interview will be asked to submit reports arising from their work and experience.

Information Officer

Public Appointments continue

DIARY

SIR WILLIAM van Straubenzee, no stranger to bitter disputes, has now locked horns with the doctors over the little black-edged cards which some of them send to MPs when a constituent dies of a smoking-related disease. "It's an unfeeling and ghoulish method of carrying on an argument," he says.

Sir William, Tory Member for Wokingham, recently received such a card from Dr Mike Ingram of Battle Hospital, Reading. He responded with angry letters to Ingram and complaints to the General Medical Council and the local health authority, which has asked the doctor not to send any more cards carrying the hospital's name.

Sir William says he could have identified the constituent by checking a number on the card against the hospital admissions list, and this would amount to a breach of confidence. The doctor, the British Medical Association, which launched the card idea in December, is backing Ingram. "It's extraordinary that the MP should misunderstand the scheme and mislead people into thinking information is not confidential when it patently is," said a spokeswoman. "Many doctors have shown great enthusiasm for the cards as a way of getting the message across."

MASONIC NOTE: M'learned friend recalls how he was clearing out a cellar at his chambers recently and encountered a strangely-shaped tin trunk which yielded obscure regalia. A leather apron with gold tassels, a couple of gongs, some terribly impressive quinquets — (that sort of thing, M'learned friend is sure that the gear belongs to no contemporary person, so the chambers shall be no means this time.

THE OFFICE is locked up... his secretary has been moved to other duties... It is as if he had never been. Mike Hollingsworth, the third programme director at TV-am, has become an no-person. Such is life at Borgis Lock when you tangle with the hard men at the top.

Hollingsworth returns next week from a month of compassionate leave and his day is likely to be brief. What's behind it all? Well, Hollingsworth wanted money to improve news and current affairs, but managing director Bruce Gynell appears more concerned to make the books look good for the paid stock market flotation of the newly-buoyant company. So prepare for repeats of Roland Rat.

A NEW record in foot-dragging from the Department of Health and Social Security: The Blackfriars Advice Centre in London wrote to the Rhodes Boyson on September 20, 1983 querying regulations about supplementary benefits for people in hospital. The reply arrived on February 20 this year. The Department dated the letter February 1984, which may make it look better on their own files, but the figures they quote are the 1985 ones.

THE BBC's head of pronunciation has issued a dictation and ruled that the word "cervical", common in recent medical stories, should be spoken with a short "i", as in "it". The trouble is that the favoured pronunciation among doctors is with a long "i", as in "it". One reason why the BBC went for the short version, though, is that people—ITV newscasters, for example—tend to add an "e" if they use the other version, saying "cervical". There is no central guidance on these matters for ITV companies, and the ITN bulletin with one style of pronouncing the word was followed by the other way by Thames TV broadcast using the other one.

It's something to become a bore. And more than that, at twenty-four... He gives his Odelette a stir, and nibbles at a petit beurre.

These lines are from Sir Geoffrey Howe's favourite John Betjeman poem, "Odelette", published in a slim book available through the Nationwide Building Society from the Parkinson's Disease Society. Sir John's dedication of the poem, mysteriously, is not to Sir Geoffrey, but to Randolph Churchill.

PRESIDENT Reagan was jolting from the hip at an off-the-record dinner for the journalists which was the last of Washington within 7 hours. The US farm crisis "I think we should keep the grain and export the farmers," said Reagan. "No, I think we should keep the grain and export the farmers," said Reagan. "No, I think we should keep the grain and export the farmers," said Reagan.

Stephen Cook

A BURST of speculation at the weekend has brought the Irish Question once more to the top of the political agenda. Is Mrs Thatcher preparing to incur the risks involved in trying to bring about a settlement in Northern Ireland? It looks as if she may be.

When the Hong Kong agreement was signed last year the dialogue, it is said, went like this: Howe: After Hong Kong, Northern Ireland? Thatcher: No Geoffrey, that's quite a different matter.

Now it may be more nearly: "Yes Geoffrey." Inside observers are noting similarities between the Prime Minister's recent behaviour and the behaviour that has preceded her previous great leaps—on Rhodesia and the opening of a dialogue with the Soviets.

Last Friday, Sir Geoffrey and the Northern Ireland Secretary, Mr Douglas Hurd, flew together to Dublin. Plainly the intense diplomacy which has been going on since the Anglo-Irish summit at Chequers last November was coming to a head. The talks in Dublin were preparatory to talks between Mrs Thatcher and Dr FitzGerald which will take place on the sidelines of the EEC summit in Brussels this weekend. That meeting will be an important occasion.

They are likely to agree on a new summit to be held after the district council elections in Northern Ireland on May 15—only when they are confident that they can tie up the package which has been under negotiation since the Chequers talks.

All had gone well then until Mrs Thatcher at her press conference afterwards pulled the rug brutally from under Dr FitzGerald by making it plain that the agenda for their continuing diplomacy was not to be the agenda set out in the report of the New Ireland Forum. With her famous "Out, out, out," she dismissed all three of the forum's options and gave the impression that she had failed to appreciate the more conciliatory position which the nationalist parties had taken towards the problem of the North.

These public setbacks—damaging to Dr FitzGerald—gave the impression that the Chequers meeting had failed. It had not. The purpose of the meeting was to set a process in motion, and this it achieved. Mrs Thatcher had not been ready to decide if she was willing to risk the attempt at a new settlement in Northern Ireland. The Brighton bombing led to a psychological pause and, in any case, Mr Arthur Scargill provided the perfect excuse for not opening a second front with the Protestants of Northern Ireland.

Since then, skillfully persuaded, she has come a long way, although not yet to the point necessary to clinch an agreement with Dublin. She has been involved in the full detail of what has been going on. Essentially the proposition is that the Irish Republic be allowed some role in Northern Ireland which would give the Catholic minority there the confidence to acquiesce in the ending of direct rule and a new devolution of power.

Whereas the New Ireland Forum had tried to prescribe a British dimension within

Signs of a settlement though not a solution

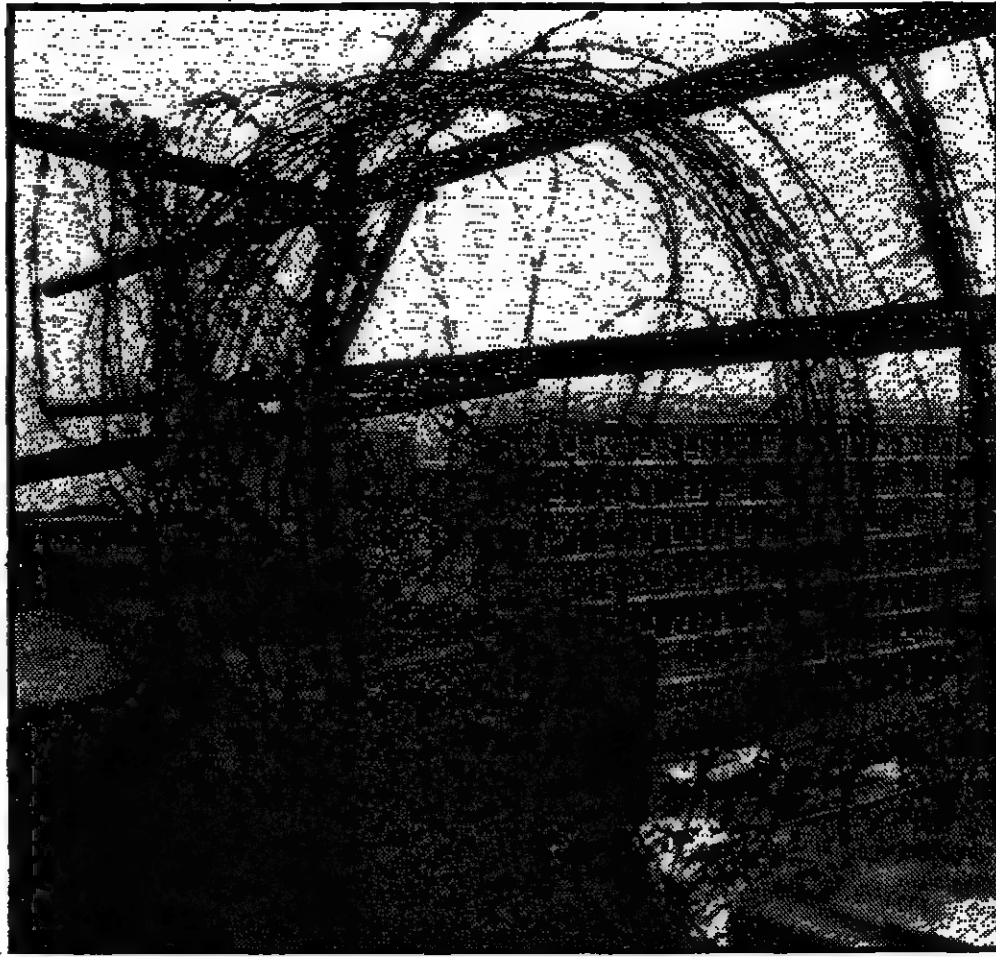
"The people of Northern Ireland live in circumstances which cannot be permitted to continue." Picture of flats in the Bogside by Denis Thorpe

an all-Ireland context, what is now under discussion—much more realistically from the British point of view—is an Irish dimension within a United Kingdom context. Through some form of institutionalised joint consultation the Dublin Government would become, in effect, the guarantor of the minority in the North while the minority there accepted, in effect, the legitimacy of the Protestant majority.

For such a deal to work, Dr FitzGerald would have to be able to persuade Mr John Hume and the Social Democratic and Labour Party to participate in an assembly (not the present assembly but something like it) on a basis of something less than power-sharing. Mrs Thatcher would have to persuade the Protestants to acquiesce in the Republic being allowed some say in the affairs of the North, although something less than joint authority.



Peter Jenkins



What kind of say? Dr FitzGerald could not enter into an arrangement which made the Republic no more than a long-stop to the Royal Ulster Constabulary. He is not seeking political concessions for the Republic, but some arrangement which will actually improve conditions in the North. He doesn't want to go home with a scrap of paper saying "Peace in our time," he wants to see some peace on the ground.

The Republic's role in the North must in practice—however it may be described in theory—enable the bulk of the Catholic community to acquiesce in a resumption of Protestant rule. Moreover, he has got to be able to sell the deal to Mr Hume, a section of whose party takes its lead from Mr Charlie Haughey and Fianna Fail.

Mrs Thatcher, we can well imagine, recalls from any arrangement which implies

on the sovereignty of the United Kingdom. Sovereignty is the loudest buzz-word in her lexicon. She refuses to discuss it in connection with the Falklands; she takes her stand on it within the European Community. Last week her officials tried her with the word "status" to describe the Republic's role in the North. She wouldn't have it.

This is by no means yet certain that she is ready to agree on an arrangement which will go far enough to meet the needs of Dr FitzGerald.

Meanwhile, Mr Christopher Patten, the junior minister at the Northern Ireland Office, has been set the dispiriting task of exploring with the local politicians the prospects for a new internal settlement. This is the second prong of the British Government's policy.

The key figure as always is Dr Ian Paisley. His role in

Northern Ireland politics resembles that of an Alsatian dog. The Protestants may not like him much, but they like having him around. Is he content to live for ever under direct rule from Westminster? How much is he prepared to pay for a leading role in a devolved government?

There will be no clear or satisfactory answers to those questions, only Irish answers. There is no avoiding risk in this matter and the risks are high. Whatever Mrs Thatcher and Dr FitzGerald agree, if they do, will be put to the test by terrorist violence.

Throughout the modern history of the Irish question, the spectre of Protestant violence confronts any British prime minister who dares to tamper with the terms of the union.

At home, Mrs Thatcher is under no great political compulsion to do anything. There is no important Irish

constituency in British politics; a broad bi-partisanship prevails at Westminster; the public for the most part has kept its nerve in the face of he occasional outrages. The political risk of an initiative which ends in blood and flames is probably greater than the risk of doing nothing.

By the same analysis, however, she has ample room to move if she wishes. The public wants above all to see the Irish Question go away. There is a growing uneasiness to permit the inhabitants of one corner of what they are the first to insist is the United Kingdom to impose their veto on the conduct of the United Kingdom's foreign policy. She has a huge and secure majority at Westminster where, within her own party, Unionism is on the wane. The new generation of Conservative MPs is more nationalist than Unionist, as is Mrs Thatcher herself.

She has an authority for attempting a new settlement in Northern Ireland far greater than any of her predecessors since the troubles resumed in the Sixties. No successor may have the opportunity that is hers for years to come.

In Dr FitzGerald she has a brave and honourable partner. He and she both know that a solution to the Irish Question is beyond their powers. What is projected now is not a solution to the Irish Question, but for the first time an historic joint endeavour by the two nations to devise a new settlement for the North within the United Kingdom.

The Protestants of the North should know that they cannot hope to fare better at Mrs Thatcher's hands than at Dr FitzGerald's. For Britain, the problems of Northern Ireland are costly in blood and in money. For the Republic, the violence which prospers in the North is a threat to the peace and the liberty of the South.

For all of us the situation in Northern Ireland is a corrupting and brutalising influence which does damage to our societies of a kind cannot measure. The people of Northern Ireland live in circumstances which cannot be tolerated or permitted to continue. At last, there is a moment of real hope. Not to seize it would be a crime.



The New York subway: home of the Saturday Night Special. Picture by Denis Thorpe

Neighbourhood schools, reports W. J. Weatherby, now reflect the dangers of the streets

The future New York offers the world

THE NEW YORK subway train was crowded with teenagers on their way to school. A youth about 15 standing near me unbuckled his jacket to get out his comb and give his Grace Jones haircut some more attention. I saw then that tucked in his belt was one of the small, deadly pistols known as Saturday Night Specials.

When he noticed me staring wide-eyed, he gave the butt a casual caress the way New York cops sometimes do, and then he buttoned up his jacket again but took his time in no hurry.

A gun is always a sobering sight, but the idea of pistol-packing high school students is no longer a surprise in New York City. More than 1,000 weapons have been confiscated from students in the city's 111 public high schools in the first four months of the current academic year. Their weapons included 76 handguns, two rifles, 575 knives, and an assortment of razor blades and sharpened screwdrivers.

"Learning" has been crowded out by alcohol, drugs and crime, President Reagan said recently when he instructed his new Attorney-General, Edwin L. Meese, to find ways to curb violence in American schools. The President urged government agencies to help administrators and teachers to enforce stricter discipline. But many teachers claim that the government has exaggerated the problem and that the picture of "blackboard jungles" is used to distract attention from the Reagan administration's cuts in student grants and other aids to education.

Visits to city high schools in New York that are plagued with weapon carrying and violence uncover not so much a "blackboard jungle" as a mirror of the society the students come from, a crime-ridden, sex-saturated, money-obsessed, macho New York on a miniature juvenile scale. Blaming it all on the kids is an easy way of looking at what is wrong with big city schools and loses the politicians no votes, but it doesn't get at the real cause of all the trouble.

The main impression from students I met was a general feeling of confusion about the values of the society they live in. Many of them complained they are getting conflicting messages from the people they are taught: they should respect, whether it is their parents, teachers, religious leaders or politicians. That seems to be why so many of them fall for the brainwashing of television or the streets. Violence and lack of discipline don't seem to be the problem so much as a pervading cynicism about the adult world among many of the teenagers.

In the high schools I visited, the first person I saw was a uniformed security guard. To reach a classroom I often had to go through a strict identity check. I might have been trying to penetrate the gold vaults of Fort Knox instead of just a neighbourhood school. The atmosphere was more like a prison than a centre of learning, and undoubtedly affected both students and teachers (who are underpaid compared with many other professional workers and make no secret of their resentment to their students).

Most of the students I talked with were very frank about their weapons. Often showing me a concealed knife or a razor in a back pocket, but invariably they claimed it was for self-protection. In most cases I believed them. The dangers of New York streets are

reflected in its schools. Like New York neighbourhoods, schools are often divided into rival racial groups, and a fight between members of different groups can lead to inter-family warfare in which the students find themselves in the front line. Several youths described how they had a fight with another student and then were attacked on the way home by his older brothers or even his father.

Another common reason for being armed was for protection against thieves at school or in the streets who try to rob younger students of watches, jewellery, or their pocket money and subway tokens. Some youths also said they liked to be armed when they took out their girlfriends in case other youths tried to "muscle in" on their girls.

The violence that is part of everyday New York life is thus closely reflected in its schools, and the politicians' stress on discipline as a solution is the same oversimplification as claiming more prisons and stiffer penalties are the solution for New York crime. That conveniently avoids dealing with the kind of society New Yorkers have created and that influences the students more strongly than anything else. Some New Yorkers who come from the Deep South are so scared of the effects of the city that they send their children to grow up in the south until they are old enough to resist the brainwashing.

A youth of 16 who had been a good student at one high school suddenly started playing truant and taking drugs, and finally was involved in a fight in which he stabbed another student. Teachers discovered he had obtained the knife originally from his father and tried to stop heading up his

mother, and the mounting pressure on him had found an outlet at school.

In another school I was introduced to a 17-year-old girl who carried a pistol her father had given her in case of attempted rape in the school or on the way home. The students reflect the society outside probably most in their sexual attitudes. The confusion in American society—the constant stress on sex at all levels at the same time as many organised groups oppose realistic sex education—causes a similar confusion in most of the students who are both obsessed with sex and strangely ignorant about how to cope.

Teenage pregnancies are at a record level. For Americans aged 15 to 19, the rate is 96 per 1,000, compared with 45 per 1,000 in England, 44 in Canada, 43 in France and 14 in the Netherlands. The great abortion debate with leaders of society arguing both ways has certainly confused teenagers, many of whom are ill-informed even about birth control methods.

Another bad influence on students, especially those from black ghettos, is the high unemployment rate. It undoubtedly accounts for much of the record number of drop-outs—roughly 42 per cent fail to complete the full 12 years—and some of the wild or desperate behaviour of those who remain.

Much attention has been given to the booming drug trade in the schools, but that is a direct development from what is happening in the streets outside where drugs are often openly sold, and undercover cops are now mingling with the students just as they do with street hustlers. As in New York generally, drugs are one of the main causes of violence and the possession of weapons in the schools.

and the drug trade in the classroom cannot be stopped until the city stops it in the streets.

The same applies to weapons. In mid-town Manhattan there are shop windows displaying vicious looking knives of all sizes, and guns are easily obtained through drug dealers. One youth of 16 had bought his Saturday Night Special for \$50, which is roughly the price of a top Broadway theatre ticket. But when you visit suburban homes and the head of the house proudly displays his gun collection, or when you watch television movies constantly glorifying this macho attitude towards guns, the armed students seem merely pathetic imitations of the adult world.

The glorification, at least at first, of Bernard Goetz for shooting four young men on the subway for alleged harassment has had a strong effect on teenagers, but the moral many of them draw is not that harassment is wrong but that the use of guns and breaking the law can be justifiable. This explains partly why the Goetz case has been reopened and the New York police and media have become more critical of his action.

The Supreme Court ruled recently that teachers can search students as long as there are reasonable grounds, but there was a near riot at one school when teachers tried to make such searches routine. President Reagan now wants greater legal protection for teachers when they take disciplinary action. "I'll sue you" is a threat students sometimes make and recent government statements have stressed the "likely chilling effect" on teachers of such legal threats.

DEREK MALCOLM on the Oscars

Wolfgang Amadeus Superstar

AS IS their habit, Hollywood's Academy members hung most of their eggs into one basket... by giving Amadeus eight Oscars, thus elevating a chap called Mozart into the status of superstar in an area he could never have expected, sublimely conceded as he was.

The Academy also elevated a Cambodian doctor, with no previous acting experience—and no wish to continue being an actor—into a bankable star by according Haing S. Ngor the Best Supporting Actor Oscar for his role as Dith Pran in The Killing Fields.

In any other era, Britain would have been judged to have come out of the American film industry's giant television subsidy very creditably, with a posse of awards, the most popular of which was the Best Supporting Actress Oscar for Peggy Ashcroft. She remained calm with composure, and was thus unable to savour the applause.

But this, of course, is no ordinary era for British Oscar triumphs, after Charlots Of Fire and Gandhi, and the home contingent at the ceremony was entitled to feel a little disappointed. Lean's A Passage To India, raved over by most American critics, and Putnam and Joffe's The Killing Fields, which received high praise, were thought likely to get more than five nods between them, none of them in the major categories.

Instead, Amadeus got Best Film, Best Director (Milos Forman, the exiled Czech) and Best Actor (F. Murray Abraham, now no longer known as F. Murray Who?). One-way Peter Shaffer's prediction got the Best Screenplay award—the one for work based originally on material from another medium; and although even the Academy couldn't give Mozart an Oscar for the best music, Amadeus got the Oscar for Best Sound—perhaps the next best thing.

By all accounts, it was a slicker, shorter affair than usual which will please Norman Jewison, who once produced the show and afterwards complained he couldn't stop everyone thanking their mothers and home helps. What won't have pleased him so much was that his own A Soldier's Story, which risked a largely black cast, got nothing, despite several nominations.

The most telling speech was undoubtedly made by Ngor who recounted his experiences under the Khmer Rouge, held up his right hand to show they severed his little finger and said of The Killing Fields: "It was real, but not real enough. True, but not true enough." adding that the suffering of the Cambodian people continued to this day.

It was more or less certain

that one of the leading actresses from the three American homestead movies would get the Best Actress award. But one had hoped that Sally Field might not achieve it for Robert Benda's sentimental Places In The Heart, since she gave virtually the same performance, rewarded by an Oscar, in Martin Ritt's Norma Rae. She won, however, and poor Jessica Lange, paired with Sam Shepard in the much superior Country was left at the post. The general feeling was that she and Shepard were thought of as too anti-Hollywood.

One of the worst selected categories in recent years has been that of Best Foreign Language Film, since individual countries are asked for their nominations (which leaves the whole thing open to much political manoeuvring) and few Academics even bother to see the films.

This year reached the nadir, with no French film nominated despite the presence of Best and Ties' highly successful and splendid Sunday In The Country, and an Israeli film called Beyond The Walls, which I and many others walked out of at Venice, among the nominees. The Oscar went to the Swiss film Dangerous Moves, an intriguing but not outstanding effort about a world championship chess match between a Russian and an excited dissident.

One can, however, praise the Academy for singling out The Life And Times Of Harvey Milk as the best feature-length documentary. Milk was the openly gay San Francisco councillor murdered by a former colleague on the city's legislative body, and the film is an impressive record of what he achieved for the gay community and other minorities.



Building aircraft was a matter of metal bashing... now electronics has taken over



NOTEBOOK

Hamish McRae

BRITISH Aerospace's last results before becoming fully privatised — well, fully but for the government's single "golden share" — give no cause for alarm, and some cause for satisfaction. There

is nothing in the results that should undermine confidence in the group's future: if there are any clouds looming over the proposed May flotation of the rest of its shares, plus the intended rights issue, they are not apparent here.

That does not mean that there are no hard decisions ahead. The fall in profits from civil aircraft points to a cyclical weakness in the group: it has to crank out profits from its newest aircraft, in particular the 146 feeder liner, in order to fund future civil developments. Such is the time-scale of aircraft development combined with the structure of the group, that it has a very mixed portfolio of civil aircraft mostly inherited from its constituent parts. Aircraft like the executive jet, the turbo-prop Jetstream, the new 146 or the share in the Airbus do not fit together in a logical family, as do the

products of, say, Boeing.

The mixed portfolio may not be a disadvantage because Aerospace has to go for limited segments of the market rather than offer an integrated range. But it cannot afford losers.

The product that has to sell well is the 146. If the group is to continue to have a secure future in civil aircraft, for that is its newest and most expensive enterprise. If the 146 proves only a modest success, then it may be the last civil airliner developed as a sole project by the British aviation industry.

Civil aircraft, as the company stresses, are only 25 per cent of its turnover. Its military products are its mainstay, both military aircraft and, increasingly, other equipment. Here the question is rather different: the investor is not asking whether a necessarily even-

trich collection of planes will appeal to the world market, but rather whether military equipment will be as profitable in the future as in the past.

You can make the obvious point that price was apparently the chief reason why British Aerospace did not get the RAF trainer contract a few days ago. Does this herald a new thrust for cost-effectiveness in military purchasing? Not quite. But it does take a stage further a trend which was already evident: the trend towards fixed-price contracts rather than the old cost-plus.

British Aerospace would welcome an injection of this sort of commercial discipline and would point to the fixed price elements in the Jaguar contract as a useful contribution to that project's effective cost control. In theory it would be perfectly possible for fixed price contracts to increase the profitability of a

military supplier. But will that be the way things turn out?

Looking further ahead, the most interesting questions perhaps focus on the whole balance of British Aerospace's business. We think of it now as an aircraft producer: a metal basher, albeit a very sophisticated one. But will that be its future? Will it not become more of an electronics company? Is that not where the high value-added segment of the aircraft industry will be? To get there will need to acquire further skills.

Making the electronics for satellites is not really metal bashing any more, and it is doing that already. But beyond...

building societies last year was not spent on buying houses but was taken out and either invested elsewhere or spent on other things.

This startling estimate was disclosed last night by the Governor of the Bank in his speech to the Finance Houses Association. The Bank has been doing a fair amount of work in recent years on this phenomenon of "equity leakage" but this new figure for 1984, amounting to about £7 billion, is the most dramatic example yet of the way in which building societies are becoming like banks.

Before you assume that the societies are blithely ignoring requests that they should not lend for things other than house purchase, you have to make a qualification. When people move house it is very difficult to identify precisely how much of their loan is ploughed

back into the new house and how much goes on a skiing holiday. After all, surely a prudent house purchaser would leave himself or herself some leeway in the financial arithmetic. Would one seriously advise anyone to borrow only the bare minimum necessary to move house?

Still, the scale of the leakage from home loans to consumer lending does make rather a nonsense of the tax advantages granted to home borrowers. It is no good fussing about the level of consumer borrowing, and then encouraging it by giving tax relief on a large segment of it.

Elsewhere in his speech Mr Leigh-Pemberton stressed the authorities' continuing concern about the demand for bank credit by the private sector, now rising at an annual rate of 20 per cent. "Such a rate is far higher

than is consistent with the comfortable attainment of the present target for broad money," he said.

That means high interest rates are here for a while yet.

Reagan's worry

IT IS happening. The possibility that the dollar might collapse is for the first time acknowledged by President Reagan. In comments yesterday to journalists he said: "There are those who look back at Bretton Woods and take another look and see that there have been distortions or whether something better can be worked out. We're always willing to listen and look at this and I agree that if there was a sudden, you might say, collapse of the dollar...

BA responds with 26 per cent price cut

UK-Luxembourg air fare curbs scrapped

By David Simpson

The move to deregulate international air fare took a significant step forward yesterday when the UK and Luxembourg agreed to remove all restrictions on route access, tariffs and capacity between the two countries.

This is believed to be the first time that two nations have scrapped the "double disapproval" clause under which the agreement of both governments is necessary for any route or fare change.

The arrangement, which is believed to owe a great deal to the initiatives of the transport minister, Mr Michael Spicer, led to an immediate decision by British Airways to allow its return fares between the two countries by up to 26 per cent from Sunday.

Britain has recently reached agreement with the Netherlands and West Germany to liberalise air traffic restrictions, but the contract with Luxembourg goes a great deal further.

The Dutch and West German schemes allow airlines to amend one-way air fares from the country of origin, but not to alter return fares without the express approval of the second country.



Michael Spicer

Under the UK/Luxembourg arrangement, any airline operating between the two nations may introduce any fares it chooses, including on a return basis, without first gaining the permission of either country's government.

It also enables any airline from either country to increase fares without prior dual governmental blessing for the first time.

"It is our aim that this arrangement with Luxembourg should set the standard for arrangements we could like to make with other countries in Europe," Mr Spicer said yesterday.

Traffic between Luxembourg and the UK is small in overall terms, but the agreement could put pressure on countries neighbouring the Grand Duchy to follow in deregulating scheduled air travel restraints.

One possibility is that travellers from the UK to Belgium or France, for example, may find it cheaper to fly through Luxembourg, rather than directly to their destination.

Mr Spicer and the commercial airlines have also argued that the ability to offer lower fares without prior agreement from governments, to meet existing demand, can lead to increased traffic on the routes in question. Traffic between London and Amsterdam has increased by twice as much as on other European routes from Heathrow since the British/Dutch fares liberalisation, according to British Airways figures.

Discussions on similar agreements with Italy, France and Switzerland have been going on for some time, and could now gather new momentum following the Luxembourg agreement, but it is possible that the next step forward could be a similar liberalisation scheme between the UK and Scandinavia.

Standard edges away from S.A.

By Peter Rodgers

Standard Chartered Bank acknowledged yesterday that it may eventually give up majority control of its South African subsidiary, which produced a third of the group's profits last year.

Managing director Michael McWilliam said: "It is likely that, in the course of time, it will go to less than 50 per cent but we are not putting a for sale notice up now."

The Bank of Boston collectively announced in Boston that it will stop making loans to private arms and banks in South Africa out of opposition to apartheid.

Bank of Boston Chairman William Brown said, in a statement that the bank last year made \$75 million in loans to banks and private firms in South Africa and that these loans will expire next year.

Standard Chartered has already reduced its stake in its South African subsidiary to 50.3 per cent, mainly through not contributing new capital to back the bank's expansion, a trend which is likely to continue.

However, as a further reduction in shareholding would remove the bank's formal control of the subsidiary, Mr McWilliam said, "Any next step would be a different order of consequence from the previous ones and there would have to be a major discussion." He would not put a timescale on when the decision would come up.

Unlike Barclays Bank's South African subsidiary, Standard Chartered did very well last year, with a 19 per cent increase in profits in Rand terms, though after translating to sterling the profit was down on the year before because of the weakness of the South African currency.

As a result, for the first time the group's California subsidiary, Union Bank, produced a slightly larger net profit than South Africa, which Mr McWilliam said was "a milestone for us."

The Hong Kong business recovered from its property lending problems.

The Standard Chartered group raised its pretax profit to £23 million to £29 million, after standing away a "cautious" £169 million for bad and doubtful debts, a £35 million increase.

Specific provisions for known debts have been raised £11 million to £118 million, and general provisions to £21 million. The figures include over £14 million against debts owed by Argentina and Brazil. The dividend is up only 0.5p to 28.5p.

The figures also include a £5 million loss due to providing half of Standard Chartered's £10 million guarantee to the Bank of England against losses at Johnson Matthey Bankers. Specific provisions against South African bad debts have nearly doubled to £31 million, and for Union Bank they have doubled to £19 million.

Standard Chartered is still thought to be looking for acquisitions in Britain to boost UK earnings.

Sultan in Dorchester sacking row

By Andrew Cornelius

The Sultan of Brunei is trying to sack Regent International, the company which manages the Dorchester Hotel for him.

Regent manages the Dorchester in London's Park Lane as part of the deal whereby the Sultan bought the hotel for £50 million plus in January this year.

However, Pagegilde, the British-registered company which is ultimately owned by the Sultan, is now embroiled in High Court action to terminate Regent's management contract.

Proceedings began at the end of last month when Pagegilde issued a notice of termination of Regent's management agreement on the

grounds that it was not satisfied with the standard of Regent's management. Regent fought this action in the High Court and won an injunction which established its right to continue managing the world's most famous hotel.

Pagegilde, with the full approval of the Sultan, has now decided to attempt to get the injunction lifted by appealing again to the High Court. Last night a spokesman for the Dorchester said that this case was due to be heard in April.

Last night Regent would not comment on the proceedings. The Sultan of Brunei is reputedly one of the richest men in the world and has maintained a suite at the Dorchester for several years. He emerged as a surprise bidder for the hotel in January, just

six months after the hotel had been taken over by a consortium headed by Regent International in a \$40 million deal.

The deal included a provision for Regent to continue managing the hotel. Since then relations between Pagegilde, the Sultan's operating company, and Regent, have soured.

Behind the disagreement lies the Sultan's determination to make the Dorchester one of the most luxurious hotels in the world. He has pledged to spend £20 million on refurbishment there within the next three years, in addition to the extensive work already taking place.

The Dorchester is benefiting from the booming demand for hotel rooms in London since the pound began its dramatic

slide against the dollar and is fully booked for the summer. But in recent years the Dorchester has lost its place among the elite of world hotels.

Regent said that it had sold the hotel to the Sultan because it had received an offer it could not refuse. Previous owners of the hotel include the McAlpine family, which built the hotel in the 1930s and sold to a consortium of Middle Eastern interests in 1976.

The hotel made profits of about £2 million on turnover of £20 million in 1983 from its 286 rooms. It employs 800 staff. Room charges vary from £85 a night for a single room to £1,000 for the most expensive suites.

Fleet rebuffs United takeover bid

By Geoffrey Gibbs

Fleet Holdings, the Daily Express, Sunday Express and Daily Star newspaper publisher, yesterday delivered its expected rebuff to United Newspapers' proposed takeover bid for the company.

The snub came as the Department of Trade asked the Office of Fair Trading to look at Fleet's non-newspaper assets to consider whether a bid by United Newspapers would require a separate Monopolies Commission investigation from that which must be conducted into a transfer of ownership of the newspaper titles.

The Fleet directors were tied up in meetings again yesterday. But in a terse, three-paragraph statement they

firmly snubbed United's takeover aspirations. They said: "There have been no discussions between Fleet and United concerning a merger which, so far as Fleet is concerned, in the absence of any details from United, appears to have no merit."

The response gave an immediate £11 million boost to Fleet's stock market valuation, even though the start of any full-scale takeover battle with the Yorkshire Post, Punch and Ex-

change and Mail publisher is several months away.

Fleet shares jumped 15p to 286p, capitalising the business at over £250 million. United Newspapers shares fell 7p to 306p at which level the group is valued at £225 million.

United Newspapers, which already holds 20 per cent of Fleet's shares, served notice of its takeover intentions on Monday when it asked the Secretary for Trade and Industry, Mr Norman Tebbit, for consent "in principle" for transfer of the newspapers.

Under legislation governing the change of ownership of

newspaper titles, the Monopolies and Mergers Commission is required to make a report into the takeover proposal. The Commission has three months in which to carry out its investigation once a reference has been made by the Secretary of State.

But the DTI also wants the OFT to look at Fleet's substantial non-newspaper assets — including its profitable Morgan Grampian publishing business — in order to decide whether the MMC should be called in to investigate their takeover by United Newspapers as well.

NEWS IN BRIEF

A MERGER worth £250 million in the building supplies industry looked likely yesterday between UBM Group and Norcross, which failed with a \$75 million takeover bid for UBM 16 months ago. Shares of both companies were suspended yesterday morning pending further news after a strong surge in the UBM share price from 139p to yesterday's 160p suspension price. Norcross shares were suspended at 169p.

Norcross holds a 38 per cent share stake in UBM following the unsuccessful takeover tussle in 1983, and has been free to bid again for UBM since last October. Neither side would comment on the possibility of a merger, but of Norcross selling its stake in UBM to a third party. Analysts suggested that the two companies were in fact hammering out peaceful merger terms.

THE FORMER speaker of the House of Commons, Lord Tonypandy, is to be chairman of the Commercial Bank of Wales. This follows the retirement of the bank's founder, Sir Julian Hodgson, who has reached the age of 80. CBW made a £1.35 million profit last year, when it also won a listing on the London Stock Exchange.

NATWEST yesterday raised \$400 million — upgraded from \$300 million because of a good investor response — on the international capital markets, which will significantly boost the bank's funds for its loan. After paying off an old issue of \$150 million, NatWest's free capital ratio will rise from 44.53 to 47.53 for every £100 lent to £48.5.

BAe profits rise before share sale

By David Simpson

British Aerospace, where the Government is planning to sell its remaining 48 per cent holding in just over a month, experienced a surge in earnings of 46 per cent last year, the group reported yesterday.

After the takeover in the British Airways privatisation, the Government is pulling out of BAe at the beginning of May, raising an estimated £350 million for the Exchequer. At the same time, BAe is to make a move for its rights issue to increase its own cash resources by at least £150 million.

Last year's jump in pre-tax profit to £120.2 million led to the BAe share price rising from 390p to 396p compared with the 150p a share which the government received from the disposal of an initial 51 per cent stake four years ago. It seems probable that the Government will sell the balance of its holding in BAe at

a price of between 360p and 370p although the final valuation will not be decided under nearer the offer for sale deadline.

Next week, a "red herring" prospectus listing current year forecasts for the group will be published.

The Government's plans were immediately attacked in the light of the profit rise by Mr Chris Darke, a national officer of the white collar engineering union, TASS, who said: "It is a scandal that the Government wants to hand the highly profitable national asset over to private speculators."

"Their quick-profit mentality will mean that the less profitable, but vital, civil aircraft and space sectors will be starved of long-term investment," he claimed.

BAe's 1984 profit, achieved on a modest increase in sales to £2,468 million, owed much to its earnings from military aircraft and guided weapons

Inmos puts production workers on short-time

By Peter Large, Technology Correspondent

Inmos, Britain's only mainstream maker of microchips, is cutting the hours of its 900 production workers at Newport, South Wales, by about 20 per cent. Local union officials fear that some employees could lose £100 a month.

The decision is a response — much later than most of the company's American competitors — to the latest downturn in the chip industry's unending seesaw from feast to famine.

Plans to recruit 600 more people for Inmos's third factory being built nearby have been suspended, but the company said yesterday that there would be no redundancies in the UK. At Inmos's American plant in Colorado Springs, 86 people, 7 per cent of the production staff — have been sacked.

Inmos, launched by Labour's National Enterprise Board in 1978, but now owned by Thorn EMI, made a profit of £14.3 million last year but has fallen into loss in the first quarter of 1985.

Construction cover-up is alleged

By Andrew Cornelius

A series of astounding allegations about the events leading to the collapse of Mitchell Construction Holdings, which went into receivership 12 hours ago, will be put to shareholders today.

The accusations are included in a 67-page document already circulated to major shareholders in the group. Mr David Morrell, the 70-year old chairman of Mitchell Construction, man of the document, who prepared the document, has urged shareholders to keep the sensitive nature of the accusations.

He has written to 2,000 shareholders of the group inquiring them to attend the extraordinary meeting he has

called this morning in the City.

Mr Morrell said yesterday that he believes shareholders may be entitled to "several million pounds" compensation if they pursue a case against those involved in the failure of the £12 million North Bank Power Station contract in Zambia, which led to the company's collapse.

Today's meeting has been prompted by a request from Coopers and Lybrand, the Mitchell Construction receivers, formally to wind up the company, which had sales of £50 million a year and employed 5,000 people before it collapsed.

Mitchell Construction's key assets were sold by liquidators

Cork Gully in 1973, as part of the winding-up process, with Tarmac picking up the rump of a business which was involved in several prestige power station, tunnelling and London Underground civil engineering projects. Since then the receivers have discharged the liabilities of Mitchell Construction Holdings, the ultimate holding company for the business, leaving a shell company with assets of a few hundred pounds.

Mr Morrell, chairman of the holding company is the sole remaining director. Two former directors, also in their 70s, have retired while a third has died.

In his letter to shareholders Mr Morrell says that the period since the company went

into receivership had been one of "great frustration as I first had to watch helplessly the summary dismantling of a very fine company and thereafter the vast dispersal of its assets."

He claims that the company was led into "a world of intrigue and deceit" when it took the Zambian power station project, which drew the company into "the very heart of the Rhodesian — Zambian struggle."

Today Mr Morrell will ask shareholders to put forward £10,000 to hire leading counsel to look at his report and accusations and the possibility of shareholders winning compensation. He will also take a vote on whether to wind up the company.

- Important gas discovery in the North Sea, 65 miles north east of Hull.
- Encouraging results for development potential of Arbroath oil discovery 140 miles east of Aberdeen.
- Interests in 35 blocks on the UK Continental Shelf — an increase of nearly one third during the year.
- First corporate acquisition, announced in 1985, adding interests in 12 UK offshore blocks and 6 offshore the Netherlands.
- Exploration acreage obtained in 5 West European countries — France, Ireland, Denmark, Italy and the Netherlands.
- First onshore licence acquired near York gives Enterprise its first operatorship.

'Enterprise is well positioned to exploit opportunities for growth'



Full Report and Accounts available 22 April 1985 from the Secretary: Enterprise Oil plc, 5 Strand, London, WC2N 5HU

Hoechst discloses profits

By James Erlichman,
Chemicals Correspondent

Hoechst, the biggest pharmaceuticals company in the world, finally revealed yesterday how much profit it makes from drug sales to the National Health Service in Britain.

The German chemicals combine, which sells £2.2 billion worth of drugs worldwide, claimed yesterday that it earned a relatively meagre £680,000 on the £17 million worth of sales it made to the NHS in 1984.

The Government sets secret profit deals with each drug company operating in Britain.

But Fisons, Britain's sixth largest drugs company, broke ranks earlier this month when it allowed its 1984 NHS profits of £12 million on sales of £35 million to be disclosed.

Hoechst's claimed profit margin of just 4 per cent contrasts sharply with the 34 per cent return Fisons apparently enjoyed from the NHS.

The recent NHS cost-cutting measures imposed by the Government help explain both the disparity between Hoechst's and Fisons' profits and their new-found desire to admit their current earnings.

Most of the drugs Hoechst sells to the NHS are imported from Germany. This may allow the German combine artificially to raise its UK costs (and lower stated profits) by the practice of "transfer pricing." But Hoechst's real NHS profits have genuinely been cut because the government offers better incentives to "good citizen" companies like Fisons which do the bulk of their research and production in Britain.

Despite a cut in drug profits, Hoechst's UK operating subsidiary still increased 1984 earnings from £4.4 million to £11.5 million after a much better performance from its heavily rationalised Berger paints business.

Reckitt & Colman tops £1 billion but US losses put dent in profits

By Mary Brasier

Reckitt & Colman passed the £1 billion mark for sales last year but is looking to its latest acquisition, Airwick, to breathe fresh air into profits.

The foods and household products group will spend the next six months integrating Airwick, which it bought for £165 million in December, and expects profits to start flowing next year. Airwick took Reckitt into the top league of household products in the US, which is becoming an increasingly important market for the group, but not a profitable one.

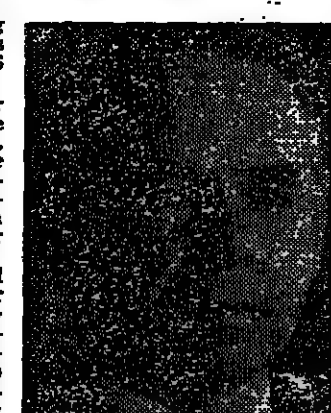
The US contributed sales of £243 million to a total of £1,124 million but a loss of £222 million to overall profits, which rose by nearly 20 per cent to £106.4 million. Part of the American setback was due to the effects of a bad potato crop in Idaho which hit margins, but part was due to the

high cost of launching Reckitt's Swiss and Bully plus Blue products on to the US market.

Reckitt's chairman, Sir James Clemenson, says the marketing drive has paid off, with Bully plus Blue now the market leader in automatic lavatory cleaners and Swiss gaining an 18 per cent share of a market which grew by 40 per cent last year.

Reckitt, which was criticised for paying over the odds for Airwick, claimed yesterday that the acquisition would significantly improve its US performance. The new group trebles Reckitt's sales of cleaners to £150 million, including brand leaders like Carpet Fresh, and brings in both manufacturing and marketing facilities.

"Airwick has size, presence and clout in the US trade. It means we now have critical mass there and we shall make



Sir James Clemenson

money in the US in 1985," says chief executive Mr John West.

Reckitt sees substantial savings to overheads from com-

binating Airwick's manufacturing and selling operations with its own, and plans to continue Airwick's programme of product launches. The acquisition will also double consumer product sales in Europe which reached £162 million last year.

Profits increased in the UK from £31.64 million to £36.67 million and rose on sales in Australia and Latin America boosted by acquisitions. South Africa, which is undergoing a substantial reorganisation to meet increased demand at the cost of £9 million last year, slipped back slightly to profits of £18.3 million.

Reckitt is still spending money in Norway to upgrade its food production plant and forecast to 14.3p from 12.4p. The shares ended 2p to 548p.

D-Day at the Bourse

Demonstrators protesting against redundancies at the French state telecommunications group Thomson-CSF invaded the Paris Bourse yesterday, delaying the opening and transforming the trading floor into a sea of banners.

The Thomson employees scrawled slogans in chalk across the stock price indicator boards, disconnected telephones, blew whistles and stood their ground as brokers were finally admitted to the building to start trading more than one hour late.

Waving banners proclaiming "No to the destruction of Thomson," the employees said that they were protesting against more than 600 planned redundancies by Thomson-CSF. No company spokesman was immediately available to comment. — Reuters

Piccadilly Hotel conversion is £6m dearer than forecast

By Geoffrey Gibbs

The task of converting London's Piccadilly Hotel to five-star standard is proving a more expensive and time-consuming business than new owners Arthur Bell had expected.

The whisky distillers, who acquired the 300 room hotel as part of the £27 million takeover of the Glenageary hotels group in February last year, said yesterday that the cost of refurbishing the West End property had soared to £16 million from the £10.125 million projected by Glenageary before the takeover.

The major redevelopment of the property — including the creation of a luxury leisure centre comprising squash courts, swimming pool and

gymnasium — is also taking longer than anticipated. Partly as a result of planning delays in building a glass-covered restaurant overlooking Piccadilly itself, the new hotel is not expected to open until the end of June — two months later than hoped for.

Despite the escalating development costs the Bell's chairman Mr Raymond Miquel, believes the hotel will prove a sound investment. "It will provide a high standard of accommodation and facilities in an area of central London which shows a continuing high level of demand for hotel accommodation," he commented yesterday.

"When you see what London hotels are selling for I think it will be a very valuable asset for the group." The Glenageary Hotels div-

ision achieved an operating profit of just under £2.2 million during the first half of Bell's current financial year but is expected to make only a modest surplus during the six months to June while the Piccadilly is closed.

Thanks to the hotel contribution and a surplus of £384,000 from Wellington Importers, the US wine distribution business also acquired last year, group pre-tax profits rose from £19,058 million to £20,708 million during the half year. Mr Miquel expects full-year pre-tax results to be ahead of the £35.17 million achieved last time.

In difficult conditions Bell's mainstream whisky interests have managed to tot up only a tiny improvement in profits in the year to date.

Farmers get diet change warning

By Rosemary Collins,
Agriculture Correspondent

THE SPEED with which the British population will change its diet in response to health warnings could catch the farming industry unawares, a new report warns.

"Britain probably tops the league for the dubious achievement of people dying from heart disease," says Dr Verner Wheelock, director of Food Policy Research at Bradford University and one of the report's co-authors. "Farmers cannot change their products overnight, but if they do not act fast, supermarkets, that new and most powerful force in the market, will turn elsewhere for their supplies and British agriculture will follow our other great industries into decline."

Dr Wheelock and Dr Stephen Fallows point in their report to the US experience. There the highest rate of cardiovascular disease in the world has dropped in just a few years by around 30 per cent, to a position well down the heart disease death league table.

"People there right across the social spectrum changed their diet," Dr Wheelock says. "Here the COMA (Committee on Medical Aspects of Food Policy) report says that we must reduce our intake of saturated fats by 25 per cent, increase our fibre and cut back on salt and sugar."

This widely publicised recommendation will have important implications for the dairy and livestock industries. "I cannot blame farmers at all for selling the wrong product. It is the fault of the system."

But markets can change very fast and farming is less flexible than it used to be, with specialised systems having taken over from mixed farming," Dr Wheelock argues.

The Bradford University report suggests that changes should be made to farmers' payment systems so that they are given financial incentives which reflect a declining consumer demand for fat, in particular. At present, the grading systems for beef and sheep carcasses do not reflect consumer preferences for lean meat.

Implications of the COMA Report on Diet and Cardiovascular Disease, published by the Food Policy Research Unit of the University of Bradford. Price £4.50.

Bumper returns from Shell UK and Enterprise

By James Erlichman

The profits bonanza reaped in 1984 by the oil companies from the North Sea was highlighted again yesterday by the bumper earnings of Enterprise Oil and Shell UK.

Both companies enjoyed the double benefit of increased crude production as North Sea output soared to record levels, and the currency benefit of seeing their dollar-denominated oil revenues translated into weakened sterling.

Enterprise Oil, the oil producing arm of British Gas which was privatised last summer, announced an after-tax profit of £22.8 million. This is £15.4 million more than Enterprise forecast when it was sold off to private investors and more than double what the assets earned during the last eight months when they were controlled by British Gas.

While Opec was desperately attempting to curb production to prevent oil prices from falling, oil companies were given the nod in the North Sea by the UK Government to boost British output to a record 2.7 million barrels a day.

Typical was Enterprise's speedy development of the Hutton Field which helped the fledgling company boost its production by one third in a single year to 32,000 barrels a day.

The upstream picture was similar at Shell UK, the North Sea production and UK refining wing of the Anglo-Dutch

oil giant. Shell's own output of crude which is in tandem with Esso, rose 15 per cent in 1984 to 387,000 barrels a day. Together they produce a third of the oil extracted from the North Sea.

The volume gains and currency benefits enabled Shell to show a rise in after tax production earnings of 5589 million from £517 million in 1983. The outgoing chairman, Mr John Salaman, expressed disappointment that the Chancellor had not offered incentives in the budget to boost exploration and production even further. But he said Mr Lawson was alive to the need for more perks in 1986 and he said Shell planned to spend £6 billion in UK exploration over the next decade.

Shell UK's total after tax earnings rose less sharply, however, from £334 million to £335 million. Although interest charges fell sharply and the loss-making chemicals division almost broke even, the company reported a £35 million loss (against a £28 million profit in 1983) from its downstream refining and marketing operations. Shell has £1 billion invested in the business of selling petrol and fuel oil in Britain and Mr Salaman defended the string of recent petrol price increases. "It makes no sense at all," he said, "to use those profits (from the North Sea) to offset the losses in the business."

— and he hinted at more rationalisation and petro price rises this year.

Costs are climbing faster than revenue at TSW

By Dennis Barker

A sombre illustration of the present situation of ITV was given yesterday in the half yearly report of Television South West, when it was also announced that the sales director, Mr Harry Turner, had been appointed the new managing director.

In the six months to January 1 of this year, said the report, advertising revenue had increased by a respectable 8.4 per cent in the same period in the previous year. This compared with a rise of only 3.2 per cent in the ITV companies as a whole.

It proved, said the chairman, Sir Brian Bailey, that TSW was more than holding its own in an increasingly competitive market place.

But Sir Brian gave an all too clear indication of the high

wire being walked by the ITV companies at the present time of limp advertising revenue and high payrolls when he added, "Over the same period, our costs have increased at a greater rate than revenue and include significant components such as Channel 4 costs (up 18.8 per cent) which are beyond our control."

As a result, pre-tax profits for the half year amounted to £636,000 — a drop which had been "limited to 14.5 per cent on the corresponding figure last year." The earnings per share were 2.01p compared with 2.26p last year.

Sir Brian said that TSW programme budgets had not been reduced. This reflected the confidence of the board that increased levels of advertising growth would be resumed.

Preliminary announcement of results for 1984

British Aerospace

PUBLIC LIMITED COMPANY

†Results for 1984

	1984 £m	1983 £m
Turnover	2,468	2,300
Trading profit	166	112*
Launching costs written off	(51)	(43)
Net interest receivable	4	12
Profit before taxation	120	82
Profit after taxation	108	82
Earnings per share (net basis)	54.0p	41.1p
Dividends per share (net)	13.65p	9.10p

†Extract from preliminary announcement of results for 1984 based on audited accounts for the year to 31st December 1984.

*After charging £34m for redundancy and reorganisation costs in 1983.



The world looks up to
British Aerospace

IMI 1984 Results

Year ended 31 December 1983 £m	Year ended 31 December 1984 £m
676.3	737.9
41.6	52.6
4.7	6.1
(14.7)	(13.6)
31.6	45.1
(11.7)	(15.4)
19.4	28.9
(10.3)	(3.1)
10.8	12.1
7.2p	10.7p

Notes

1. Turnover and pre-tax profits were respectively 9% and 43% up on last year's figures. UK sales at £385 million were 2% higher (10% after taking disposals into account). Overseas sales amounted to 48% of total sales, with exports from the UK at £115 million up by 20% and sales by overseas companies at £239 million up by 17%.

The analysis of turnover and profit on ordinary activities before taxation by class of business is as follows:-

1983		1984	
Turnover	Profit	Turnover	Profit
£m	£m	£m	£m
165	7.5	165	6.5
78	2.5	75	4.4
98	9.8	118	13.0
62	4.9	79	9.3
36	4.1	38	3.9
70	2.8	79	6.5
243	2.6	249	4.5
743	34.0	804	48.2
(67)	(2.4)	(66)	(3.1)
676	31.6	738	45.1

2. Rationalisation and reorganisation costs of £3.4 million (1983: £5.1m) have been charged against profit on ordinary activities.

3. Provision has been made for the payment of a bonus of £1.3 million (1983: £0.8m) to employees participating in the IMI employees' profit-sharing scheme.

4. Extraordinary items consists of rationalisation and other costs of £1.7 million (after tax relief) and a provision for deferred tax relating to prior years amounting to £1.4 million.

Dividends

The Directors recommend a final dividend of 2.5p per Ordinary Share, payable on 24 May 1985 to shareholders on the Register at the close of business on 26 April 1985, which will absorb £6.7 million (1983: £6.7m). Together with the interim dividend of 2.0p per share paid on 22 October 1984, this makes a total of 4.5p per share (1983: 4.0p per share).

The 1984 figures have been audited from the audited group accounts for the year which will be posted to shareholders on 23 April. The figures for 1983 have been audited from audited accounts for that year which have been delivered to the Registrar of Companies.

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IMI plc, P.O. Box 216, Wotton, Birmingham, B6 7BA.

Labour group says mutual respect no longer exists

Chief constable urged to resign in dispute over Washington trip

By Alan Dunn

The chief constable of Merseyside, Mr. Kenneth Oxford, was asked yesterday to consider resigning in the latest round of a continuing dispute with his Labour-led county police committee.

But after a committee meeting called to consider his failure to tell the committee of a trip he made last week to an anti-terrorism conference in Washington, he said: "I have every Christian virtue but resignation."

At the closed meeting, the Labour group said that while his apology to the committee was noted, "the central degree of confidence and mutual respect between the authority and the chief constable appears no longer to exist."

Labour asked Mr. Oxford to consider resigning in the interest of the efficiency of the force. The committee will meet in four weeks to consider the matter again.

Labour anger follows Mr. Oxford's failure to attend a financially important committee meeting last week. He sent apologies through his deputy, Mr. John Burrow, and this was the first Labour knew of his absence. He is understood to have admitted yesterday that it was a mistake in judgment not to have told them.

After yesterday's meeting, Mr. Oxford refused to go into details of his Washington trip, but he said it was concerned with countering terrorism.

"I thought I gave a very detailed explanation, and I will have to consider the resolution," he said. "But it would be quite injudicious at this stage for me to give a public explanation."

The 21-man committee was split. Four magistrates joining three Tories and one Liberal in opposing Labour's resolution. The senior magistrate, Mr. Albert Globe, said that his colleagues regarded the decision as "diagnosed."

Mr. Oxford gave a 100 per cent explanation which was adequate in every sense, said Mr. Globe, but his right mind could do no other than support him.

Magistrates also joined the political opposition in backing an unsuccessful Tory move to accept Mr. Oxford's statement and refer the matter to the Home Secretary.

"He gave the explanation that he was on confidential business for the Government, which he could not even tell the committee about," said Mr. Sydney Moss, the Tory police spokesman.

They could dismiss Mr. Oxford, but the decision would



Kenneth Oxford — 'every Christian virtue'

be subject to Home Office approval, Mr. Moss said. He accused Labour of acting vindictively and out of peevishness over the involvement of Mr. Oxford's forces in the miners' dispute.

Mrs. Margaret Simey, the committee chairman, said that the incident was the last straw. For some time the committee had not been told anything about the force by Mr. Oxford. "There is no personal malice involved," she said, describing Mr. Oxford as a proud policeman.

There have been a number of clashes between the Labour-run committee and Mr. Oxford, culminating in a recent centenary motion over the force's £5 million bill for overtime during the miners' dispute.

"All he needed to have done was to give me the statement he issued through his deputy. I would have accepted that, and been quite happy to read it at the meeting," said Mrs. Simey.

"But there is a refusal by the police to cooperate with an elected lay committee, and it has come to a point that we either yield and rubber stamp everything, or stand on our policies."

"It is a classic case of confrontation between a police authority and a chief constable that happens in many authorities. With us it has reached breaking point."

Last night Merseyside's Police Superintendents' Association said: "We deplore this attempt by the Labour group of the police authority to unseat the chief constable, which we see as a further attempt to undermine the office of chief constable and the moral of the force."

Mr. Colin Smith, aged 45, a deputy assistant commissioner with the Metropolitan Police, is to be the new chief constable of Thames Valley.

Oil quirk puts trade balance in red

By Christopher Hahn, Economics Editor

Britain's exports in February recovered the buoyant trend at the end of last year, but a sharp adverse swing in oil pushed the overall trade balance into deficit of £270 million for the month.

Department of Trade and Industry figures issued yesterday were dominated by a fall in oil exports and a rise in imports to leave the oil surplus £247 million smaller at £681 million, reflecting the volatility of bulk loadings.

The non-oil trade deficit shrank by £53 million to £951 million on the back of new rises in exports and imports to record levels. Trade officials said that exports seemed to have recovered from the dip in January, while the import trend was fattening out.

The balance of trade in goods and services — the current account — is estimated to have been in surplus by £131 million in February, compared to £341 million in January, though this is based on a stylised estimate for the surplus on "invisibles" like tourism and shipping of £400 million in the month.

Both non-oil exports and imports excluding eraticals like precious stones, reached record monthly levels in value of £5,085 million and £5,944 million respectively. After allowing for price changes, this represented record export volume of 118.1 (1980 = 100) and import volume of 138.2.

On the more reliable method of taking the latest three months' figures together, non-oil export volume, excluding the fluctuating goods, was up 31 per cent over the previous three months while import volume fell by 14 per cent.

Compared with a year before, non-oil export volume was up 11 per cent and the equivalent import volume up 64 per cent. Foreign trade is now making a small positive contribution to overall growth, following the 30 per cent fall in sterling since the beginning of 1981.

Poisoning inquiry

By John Ardill, Labour Correspondent

A series of undercover investigations of food hygiene in hospitals has been commissioned by the General Municipal and Boilermakers' union in a drive to prove that the salmonella outbreak killing 26 people at Stanley Road Hospital in Wakefield is "only the tip of an enormous iceberg."

The plan, announced yesterday by the union's public services officer, Mr. John Edmunds, coincides with a new case of salmonella at Stanley Road. Mr. Edmunds said: "Getting ill by eating hospital food is, unfortunately, not unusual."

The union's campaign is being backed by the Institution of Environmental Health Officers and the Institution of Professional Civil Servants, representing health and safety inspectors.

Its aim is to bring hospitals, prisons and other government premises fully within the scope of food hygiene and safety regulations. As Crown property they are exempt from food regulation civil action or criminal charges under the Health and Safety at Work Act.

Lady Trumpington elevated

By Ian Aitken, Political Editor

THE second most formidable woman in political life yesterday obtained ministerial office for the first time. The Baroness Trumpington has been appointed health service spokesperson in the House of Lords.

Lady Trumpington's elevation arises from the resignation of the Earl of Avon as spokesman for the Environment Department in the Upper House.

Lord Avon, son of the former Tory Prime Minister and Foreign Secretary, Anthony Eden, was due to conduct the Government's bill to abolish the Greater London Council.

The measure, which also involves abolishing metropolitan councils north of Wiltshire, is due to receive its second reading in the Lords immediately after Easter.

Lord Elton, formerly a minister in the Home Office, will now handle the abolition bill. He is expected to be given the most intensive

course of training in the complexities of the legislation between now and Easter.

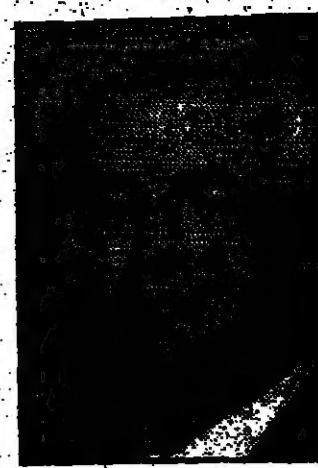
But it is the consequential appointments which have brought Lady Trumpington to ministerial office. Lord Elton is to be replaced as Home Office spokesman in the Lords by Lord Glenarthur, who was formerly the Department of Health and Social Security spokesman.

Lady Trumpington is to take over from him in that role. Baroness Trumpington has won a considerable following

in the Lords during her period as a whip. One of her tasks was to ensure that Tory peers were aware that their votes were required, even as they tried to escape from the Palace of Westminster.

She became known as the Keeper of the Gate as she sat beside the exit normally used by noble lords seeking to go home. Many were deterred by her 6ft stature and vigorous voice.

Lord Elton — intensive training course



Miners reject levy in ballot

Continued from page one

union's areas had given several reasons why miners who supported their sacked colleagues did not favour a compulsory national levy.

There was a feeling in the coalfields that to establish a national levy could be misinterpreted by the Government and the NCB as a sign that the union was prepared to back down on the crucial issue of reinstatement for those who had been dismissed.

Mr. Heathfield said that "our members and their families" saw reinstatement as a campaigning issue which required the total support of the labour movement.

A number of areas and branches were already exploring ways in which they could support the families of sacked colleagues. The national union was convinced it could raise sufficient funds to sustain its members until it won that reinstatement.

But Mr. Heathfield's comments could not hide the fact that the ballot was badly organised. It was never properly launched by Mr. Scargill after the decision to hold a ballot was taken by the executive three weeks ago.

Mr. Scargill hardly mentioned it, and there were no well prepared follow-up meet-

ings to carry the message to the rank and file.

Mr. Ted McKay, the North Wales miners' leader, said yesterday that it was deplorable that Mr. Scargill should have been away. "We have the result of the 50p levy ballot and have got a tremendous job of reconstruction within the union. There is a division of bitterness and I think the president should be in Britain trying to rebuild the NUM."

Mr. Roy Lynk, acting general secretary of the Nottingham NUM and just elected to the national executive, said that it was a rebuke for the policies which had been pursued by the leadership. He suggested it showed that the exercise had proved how badly out of touch the leadership was with the rank and file.

Individual area inquiries were not released yesterday, but it is known that South Wales, Scotland and Kent all recorded a vote in support of the levy. Yorkshire was on the edge, the Midlands and Northumberland all voted against the levy. The NCB has reinstated 230 of the 900 miners who it sacked during the dispute.

Mr. Lynk is to contest the post of NUM vice-president at this year's annual conference.

Joseph tells councils to check on teachers

Continued from page one

schools, the paper says, curriculum are not well planned or effectively put into practice. In about half the primary schools and virtually all secondary schools there is excessive direction by teachers, with too few opportunities for the pupils to learn by themselves.

In about 20 per cent of secondary schools there is the serious problem of teachers having to take a subject outside their competence.

AS-level examinations have been opposed by most teachers' organisations, but the white paper says that Sir Keith is going ahead with them because of the support of universities, higher education institutions, and employers.

The universities were willing to recognise the new qualification in admission procedures.

but the Government does not envisage any compulsion on A-level students to take AS-level courses.

Legislation is promised, as soon as the legislative programme permits, to increase the number of parents on school governing bodies to provide equal numbers of parents and local education authority governors.

In his earlier green paper, Sir Keith proposed that parents should have a majority on each governing body.

On the question of resources, the white paper comments: "The actual level of services local education authorities can provide will depend crucially on their ability to contain costs, in particular pay."

Better Schools: Command 9468, HMSO, price £5.40.

Police hold 239 in demo

Continued from page one

could provide the first major trials for the uneasy multiparty in the new three house constitution.

The Government has blamed the rioting in the eastern Cape on political deadlock between whites and blacks and says it is up to moderate black leaders to take the initiative in opening negotiations.

The state-controlled Radio South Africa said yesterday in

a commentary reflecting Government thinking that the deadlock lay in the refusal of most blacks to take part in constitutional forums.

A judicial inquiry into the shootings opens today at Uitenhage.

Last Thursday was the anniversary of the 1990 Sharpeville killings, when police shot dead 69 black anti-apartheid protesters in a township south of Johannesburg.

Sally Field and F. Murray Abraham with the best actress and actor Oscars they won at the Academy Awards in Los Angeles. Sally Field won the award for her role as a farm widow in *Places in the Heart*, Abraham for his performance as Salieri in the Mozart film, *Amadeus*.

Fowler practice ban on overseas doctors

Continued from page one

future the basis on which they are being admitted and they will ensure that we do not encourage doctors and dentists to come here with expectations which the health service cannot fulfil."

Mr. Michael Meacher, Labour's social services spokesman, last night accused Mr. Fowler of being "discriminatory and unfair."

He said: "Is he aware there is a glaring omission in his report about the quality of training doctors receive? Is he aware that they are severely disadvantaged by haphazard arrangements for their postgraduate training when they are often shunted off to unfashionable specialities in the regions and often end up never getting the training they need?"

Mr. Meacher called for a radical overhaul of the training system for overseas doctors.

The British Medical Association and the British Dental Association, both welcomed the announcement.

Mr. John Harvard, secretary of the BMA, said that the association had expressed concern about unrestricted access by overseas doctors and welcomed the decision of the Government to bring overseas doctors into line with other groups.

He said he was glad that bona fide medical students could still come to study in Britain.

The BMA estimates that there are about 700 unemployed junior doctors and that 30 per cent of newly qualified doctors have spent some time on the dole. The department disputes these figures. The cost of training a doctor is estimated at about £95,000.

Dog pinned to railway

Police were last night hunting the sadists who drove sharp pieces of metal through a dog's paws to pin it to the railway line at Kewley Regis, West Midlands.

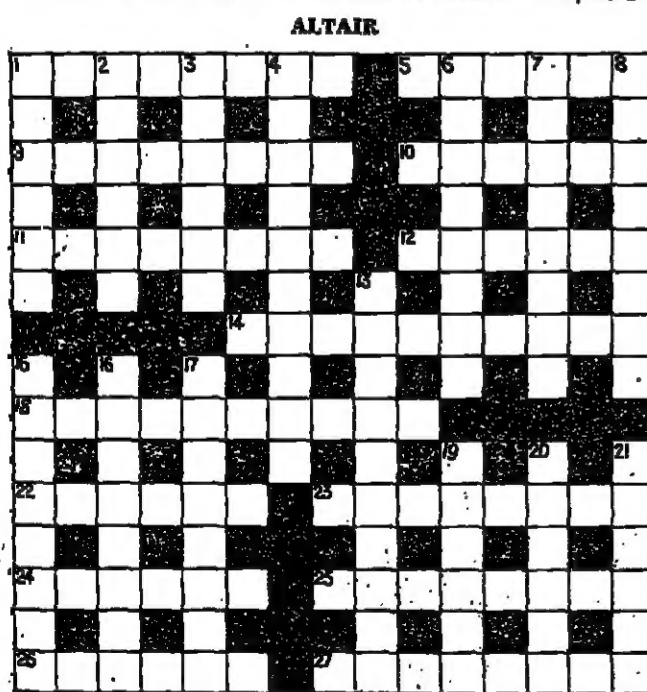
Thick rope was knotted around its muzzle and a choke chain cut into its neck as the Alsatian cross-breed struggled to get free.

The attacker, who intended to die, were disappointed as a train driver managed to stop before reaching the dog who was bleeding heavily.

Later, after one of the worst cases of cruelty seen by the RSPCA, the dog, Sultan, was returned to his owner and is recovering.

Mr. Herbert Daily, aged 27, said at his home in Smethwick, West Midlands: "I'd like to get my hands on whoever did this to him. Luckily he's tough and he's going to be all right."

GUARDIAN CROSSWORD 17,195



ACROSS

- 1 Scorer? (8).
- 2 Top Russian beheaded in book by Frenchman (6).
- 3 Practise on ducks outside rough hut or shed (6).
- 4 Schoolmaster in river? (6).
- 5 Fanny? (6).
- 6 Inflammatory action of two kinds of gin and 17 (8).
- 7 Sozzled in Budapest! On Edam? (6).
- 8 1-c is indelicate, backward and — externally — strong smelling (10).
- 9 Our local governing body. Conservative, taken by outraged Chile to United Nations (3, 7).
- 10 Agreement? A French one's going ahead (6).
- 11 Deprived American 1-c died before Lawrence died (6).

DOWN

- 1 About to nip aboard 1-c (6).
- 2 Dull part of Sunday service (6).
- 3 City with nothing left to love? (6).
- 4 Make bloody US engine an absurdity (10).
- 5 Advance from 1-c (8).
- 6 Dry state of vessel finishing off fish collected by 1-c (8).
- 7 This child's grateful sea study retouched? (8).
- 8 Plant raising skill shown by Princess in small doses requiring a... (10).
- 9 Great effort to manoeuvre legs across fruit basket (6).
- 10 Take 1 from 10, pal — after the first of December (6).
- 11 1-c needs oxygen after battle (6).
- 12 I was first up — before you and me and 1-c (6).
- 13 Filter — from 1-c (6).
- 14 David Lester's most inactive (6).

CROSSWORD SOLUTION 17,184

ACROSS

- 1 SCORER
- 2 TOP
- 3 PRACTISE
- 4 FANNY
- 5 GIN
- 6 BUDGET
- 7 SOZZLED
- 8 INDULGENT
- 9 LOCAL
- 10 AGREEMENT
- 11 DEPRIVED

DOWN

- 1 ABOUT
- 2 DULL
- 3 CITY
- 4 BLOODY
- 5 ADVANCE
- 6 DRY
- 7 CHILD
- 8 PLANT
- 9 EFFORT
- 10 TAKE
- 11 FILTER
- 12 DAVID

THE WEATHER

Cold with showers

AN area of low pressure in the North Sea will move slowly E. A ridge of high pressure will develop to W of Britain. A cold air mass will extend across all areas.

London, E Anglia, SE and E England: Foggy, with rain or sleet at first, turning to rain. Max temp 5 to 7 (4 to 6).

3 Wales: Rainy, with rain or sleet at first, turning to rain. Max temp 5 to 7 (4 to 6).

4 Wales: Rainy, with rain or sleet at first, turning to rain. Max temp 5 to 7 (4 to 6).

5 Wales: Rainy, with rain or sleet at first, turning to rain. Max temp 5 to 7 (4 to 6).

6 Wales: Rainy, with rain or sleet at first, turning to rain. Max temp 5 to 7 (4 to 6).

7 Wales: Rainy, with rain or sleet at first, turning to rain. Max temp 5 to 7 (4 to 6).

AROUND THE WORLD

Location	Temp	Wind	Cloud	Pressure
London	5	W 10	100	1015
Edinburgh	4	W 10	100	1015
Belfast	5	W 10	100	1015
Cardiff	5	W 10	100	1015
Birmingham	5	W 10	100	1015
Manchester	5	W 10	100	1015
Nottingham	5	W 10	100	1015
Leeds	5	W 10	100	1015
Sheffield	5	W 10	100	1015
Coventry	5	W 10	100	1015
Bristol	5	W 10	100	1015
Exeter	5	W 10	100	1015
Plymouth	5	W 10	100	1015
Southampton	5	W 10	100	1015
Portsmouth	5	W 10	100	1015
Weymouth	5	W 10	100	1015
Bournemouth	5	W 10	100	1015
Dorchester	5	W 10	100	1015
Swansea	5	W 10	100	1015
Cardiff	5	W 10	100	1015
Belfast	5	W 10	100	1015
London	5	W 10	100	1015

AROUND BRITAIN

Location	Temp	Wind	Cloud	Pressure
London	5	W 10	100	1015
Edinburgh	4	W 10	100	1015
Belfast	5	W 10	100	1015
Cardiff	5	W 10	100	1015
Birmingham	5	W 10	100	1015
Manchester	5	W 10	100	1015
Nottingham	5	W 10	100	1015
Leeds	5	W 10	100	1015
Sheffield	5	W 10	100	1015
Coventry	5	W 10	100	1015
Bristol	5	W 10	100	1015
Exeter	5	W 10	100	1015
Plymouth	5	W 10	100	1015
Southampton	5	W 10	100	1015
Portsmouth	5	W 10	100	1015
Weymouth	5	W 10	100	1015
Bournemouth	5	W 10	100	1015
Dorchester	5	W 10	100	1015
Swansea	5	W 10	100	1015
Cardiff	5	W 10	100	1015
Belfast	5	W 10	100	1015
London	5	W 10	100	1015

SNOW REPORTS

Location	Temp	Wind	Cloud	Pressure
London	5	W 10	100	1015
Edinburgh	4	W 10	100	1015
Belfast	5	W 10	100	1015
Cardiff	5	W 10	100	1015
Birmingham	5	W 10	100	1015
Manchester	5	W 10	100	1015
Nottingham	5	W 10	100	1015
Leeds	5	W 10	100	1015
Sheffield	5	W 10	100	1015
Coventry	5	W 10	100	1015
Bristol	5	W 10	100	1015
Exeter	5	W 10	100	1015
Plymouth	5	W 10	100	1015
Southampton	5	W 10	100	1015
Portsmouth	5	W 10	100	1015
Weymouth	5	W 10	100	1015
Bournemouth	5	W 10	100	1015
Dorchester	5	W 10	100	1015
Swansea	5	W 10	100	1015
Cardiff	5	W 10	100	1015
Belfast	5	W 10	100	1015
London	5	W 10	100	1015

SATELLITE PRESENTATIONS

Location	Temp	Wind	Cloud	Pressure
London	5	W 10	100	1015
Edinburgh	4	W 10	100	1015
Belfast	5	W 10	100	1015
Cardiff	5	W 10	100	1015
Birmingham	5	W 10	100	1015
Manchester	5	W 10	100	1015
Nottingham	5	W 10	100	1015
Leeds	5	W 10	100	1015
Sheffield	5	W 10	100	1015
Coventry	5	W 10	100	1015
Bristol	5	W 10	100	101